

## MB DECISION

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**Decision n°:** 2022/14

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**Subject:** Adoption of the Draft estimate of revenue and expenditure  
2024

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THE MANAGEMENT BOARD OF THE  
EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS

HAVING REGARD to the Council Regulation (EC) No 168/2007 of 15 February 2007 establishing a European Union Agency for Fundamental Rights, and in particular Article 12 paragraph 6(f) and Article 20 paragraph 5;

HAVING REGARD to Management Board decision of 17 May 2019 on the Financial Rules applicable to the budget of the European Union Agency for Fundamental Rights, and in particular articles 32 and 33.

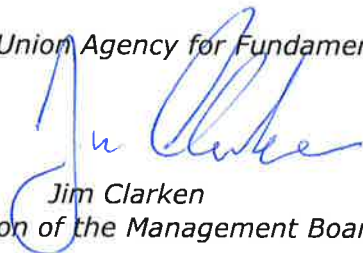
HAS DECIDED AS FOLLOWS:

Article 1

To adopt the Draft estimate of revenue and expenditure of the European Union Agency for Fundamental Rights for the financial year 2024 amounting to 29,733,000 EUR, as provided in Annex III of the Draft Single Programming Document 2024-2026.

Done at Vienna, on 15 December 2022

*For the European Union Agency for Fundamental Rights*



*Jim Clarken*  
*Chairperson of the Management Board*

Annex: Draft Single Programming Document 2024-2026 (specifically Annex III)



2024-2026

Single  
Programming  
Document

# Table of Contents

<b>GENERAL CONTEXT</b>	4
<b>MULTI-ANNUAL PROGRAMMING 2024-2026</b>	9
<b>ANNUAL WORK PROGRAMME 2024</b>	20
A. EQUALITY, ROMA and SOCIAL RIGHTS	
A.1 Anti-racism and non-discrimination	25
A.2 Social Rights	30
A.3 Roma inclusion	34
B. JUSTICE, DIGITAL and MIGRATION	
B.1 Justice and Security	37
B.2 Data and Digital	46
B.3 Migration and Asylum	54
C. INSTITUTIONAL COOPERATION and NETWORKS	
C.1 Human Rights Structures and Mechanisms	61
C.2 Policy Analysis and Stakeholder Cooperation	69
D. COMMUNICATION and EVENTS	
D.1 Communicating Rights, Media and Events	73
D.2 Web, Publishing and Promotion	76
OTHER ACTIVITIES UNDER TITLE III	79
OTHER ACTIVITIES UNDER TITLE IV	81
<b>ANNEXES</b>	
ANNEX I: Organisational chart	87
ANNEX II: Resource allocation per Activity 2024	88
ANNEX III: Financial resources outlook 2024-2026	92
ANNEX IV: Human Resources – Quantitative	99
ANNEX V: Human Resources – Qualitative	109
ANNEX VI: Strategy for achieving efficiency gains	120
ANNEX VII: Environmental management	125
ANNEX VIII: Building policy	127
ANNEX IX: Privileges and immunities	129
ANNEX X: Evaluation of the FRA	130
ANNEX XI: Strategy for the organisational management and internal control systems including their anti-fraud strategy as last updated	131
ANNEX XII: Plan for grant, contribution or service-level agreements	133
ANNEX XIII: Risks Year 2024	135
ANNEX XIV: Strategy for cooperation with third countries and international Organisations	137
ANNEX XV: Performance Measurement Framework	140
ANNEX XVI: Procurement plan Year 2024	148

# Foreword

2024 will welcome a significant milestone in the life of the European Union; for the tenth time since 1979, citizens across the Member States will contribute to our supranational democracy, by voting in the European Parliament elections. 705 Members of the European Parliament will take their seats, bringing with them new and different ideas, priorities, and backgrounds. This year we will also see the swearing in of a new European Commission, and we will enter into the final year of both the six Commission Priorities for 2019-2024 and the European Council's Strategic Agenda 2019–2024. We look forward to work commencing on their successors.

These changes will come at a time of colliding and compounding crises; the repercussions of Russia's invasion of Ukraine, as well as of Covid-19, are still exposing vulnerabilities and highlighting inequalities. Rising prices and inflation are being felt keenly, and more so by different groups in our societies. The climate crisis, which continues to deteriorate rapidly, demands an immediate response. Racism, intolerance and hate crime are rife against a number of different communities across the European Union.

The impending changes in the European institutions will undoubtedly lead to a change in the priorities the EU sets for itself and its Member States. The Agency for Fundamental Rights will continue to play an important role in ensuring that the protection of human rights remains a cornerstone of the EU's work, as it sets these new priorities.

We will do this by identifying vulnerabilities in our societies, and providing robust, reliable, and timely evidence, expertise and assistance to the EU and its Member States. In 2024 specifically, we will see the culmination of our work on several large-scale surveys. We will produce rich data to assist with identifying the realities of life in the European Union for several different demographics, including LGBTI communities, immigrants and descendants of immigrants, and persons displaced by the war in Ukraine. The next wave of the Roma survey will be rolled out, and development of the fourth Agency survey on antisemitism will commence.

We will continue to promote the protection and enhancement of human rights by providing training materials, expertise and capacity-building exercises to judicial networks, national human rights experts, policy makers and civil society. We will work with the Council of Europe to update and develop practical handbooks, and with the European Commission to provide data and information which will enhance its annual rule of law report. As outlined in the EU Anti-Racism Action Plan, we will develop a capacity-building tool on good practices in fair policing, based upon the information gathered in 2022 on promoting anti-racism in policing. Finally, new data available in 2024 will allow us to update and extend the EU-specific database on detention conditions.

Following the amendment to the Agency's founding Regulation, we anticipate a continued increase of the work in the area of police and judicial cooperation and the intersection with fundamental rights. Effectively meeting these new needs will be challenging given that the Agency has not received any extra human and financial resources to support the entry into force of the new Founding Regulation.

In 2024, the Agency will continue to work closely with the Human Rights Communicators network, in order to take advantage of our combined expertise and to mutually strengthen each other's human rights communications. We will expand our Charter-training tools, including by updating

and expanding country-specific Charter factsheets. Finally, we will once again host the Fundamental Rights Forum. This will be one of the highlights of 2024, during which we will welcome thousands of voices, both young and old, to contribute to discussions regarding the human rights challenges facing us all. From these discussions, we will take inspiration which will drive our work and rejuvenate our efforts.

Regardless of the turbulent times that are facing us, our goal remains the same; to uphold the rights enshrined by the European Charter of Fundamental Rights and to do all we can to ensure that their impact is felt by every person across the European Union. In the coming years, we may see a change of priorities and focus – but we will not see a change in the universal values of human dignity, freedom, equality, and solidarity which must be the starting point for all of us.

SECTION 1

# General Context

# GENERAL CONTEXT

The year 2024 will mark the beginning of a new legislature (2024–2029), when a new European Parliament will be elected and a new European Commission will be sworn in. Preparations for the strategic agenda and political priorities of the EU institutions in that legislature will have started in earnest in 2023. These preparations will undoubtedly have been conditioned by the fallout of a number of crises that had and will continue to have a profound impact on fundamental rights, and on the activities of the Agency. These crises include, but are not limited to, the long term societal impact of the Covid-19 pandemic, Russia’s war of aggression against Ukraine, increasing poverty caused by spiralling energy costs and high inflation, and the climate emergency. Whereas these crises will and do affect the population of the EU as a whole, people in situations of vulnerability are likely to feel their impact the most. In 2024, the Agency will therefore be called upon to deliver robust, reliable and timely evidence, expertise and assistance to the EU and its Member States in a turbulent social, economic and political environment.

The outbreak of the Covid-19 pandemic in 2020 profoundly affected the EU and its Member States, with much attention since put on a fair and inclusive recovery by the EU and its Member States. In 2022, the Russian invasion of Ukraine resulted in millions of people displaced externally and seeking protection in the European Union. It also contributed to rising inflation including steep increases in energy prices which seriously impact on a range of fundamental social and economic rights of many people in the EU. The Agency’s Programming Document 2024–2026 responds to changes in the policy environment while remaining firmly rooted in the priorities of the EU institutions. Its current human and financial resources enable the Agency to engage on the following priorities of the European Commission for the period 2019–2024, which build on the EU Strategic Agenda for 2019–2024 agreed by the European Council:

- A Europe fit for the digital age, in particular as regards embedding fundamental rights in the digital transformation;
- An economy that works for people, in particular as regards the continued recovery from the COVID-19 pandemic, the challenges presented by rising inflation and energy prices and the implementation of the European Pillar of Social Rights Action Plan;
- Promoting our European way of life, in particular as regards the Migration and Asylum Package and the Security Union, especially in light of the impact of the Russian invasion in Ukraine as regards the temporary protection provided to millions in the EU;
- A new push for European democracy, in particular as regards building a Union of equality and questions pertaining to promoting democracy, the rule of law and respect for fundamental rights.

The Programming Document includes activities which the Agency conducts to meet requests for data and evidence from EU Institutions, and in response to technical assistance and capacity building needs in EU Member States. Moreover, it includes projects that were initiated in 2023 to provide evidence on the fundamental rights situation of persons displaced from Ukraine following the Russian invasion.

The Agency’s large-scale quantitative surveys provide unique data on key fundamental rights issues that is otherwise not collected at the Member State and EU level, and which directly address key elements of

the EU institution's priorities, which has resulted in requests from the European Commission for the Agency to undertake enhanced data collection and to repeat surveys at short intervals.

In 2023, the Agency published results from its survey on immigrants and their descendants and from its survey on antisemitism. In 2024, FRA will analyse findings from its joint survey with EIGE on violence against women. In parallel in 2024, the Agency will undertake analysis of survey research it conducted in four Member States on violence and related human rights abuses against women who have fled the Russian invasion of Ukraine who are now resident in the EU. 2024 also sees FRA analysing data from the Agency's third LGBTI survey. FRA's survey research provides empirical and typically unique evidence to support EU institutions and Member States, with respect to key policy processes and accompanying action plans – covering policy priorities relating to equality, social rights, hate crime, antisemitism, victims' rights, and violence against women, to name only some examples.

The Agency will continue its focus on fundamental rights in the digital age, ensuring that rights apply online as they do offline. In 2024, the Agency will follow-up on its research findings on online content moderation, which enabled the Agency to further deepen its evidence base and expertise in this area, and supported the European institutions' work in areas related to the Digital Services Act. 2024 also sees the Agency engaging further in research on the use of remote biometric identifiers in the field of law enforcement, which will provide evidential insights on uses of AI that can be considered as high risk with respect to fundamental rights.

Combined with the Agency's extensive experience on procedural rights, cross-border judicial cooperation in criminal matters and victims' rights, these activities also feed into on-going initiatives related to the digitalisation of justice.

The Agency remains involved in fundamental rights issues of border management, migration, integration and refugee protection. FRA will continue to react quickly in order to effectively address fundamental rights challenges in this area, as the level of requests for the Agency's support and expertise from Member States, EU institutions and agencies has increased steeply in this area – as reflected in EU law, MoUs and working arrangements with FRA. More broadly, the Agency will also support a fundamental rights-compliant implementation of the Pact on Migration and Asylum. Moreover, the Agency participates in the Commission's Migration Preparedness and Crisis Blueprint where key actors, including Member States and relevant EU agencies, exchange information to ensure situational awareness and better preparedness, as well as effective governance and timely response.

FRA is also expected to provide opinions on fundamental rights issues when implementing EU legislation, support when developing impact assessments and other input for future legislative proposals, the implementation of EU strategies and action plans, and support on the ground to address fundamental rights challenges. Cooperation with JHA agencies such as Frontex and eu-LISA is well-established, while requests from other Agencies – such as Europol – for FRA's expertise and input are intensifying. The broadened mandates of JHA Agencies - including new fundamental rights responsibilities - has and will continue to result in requests to FRA to strengthen their capacities in the area of fundamental rights. For example, FRA's membership in the fundamental rights guidance boards for VIS (Visa Information System) and ETIAS (European Travel Information and Authorisation System) will deepen relations with eu-LISA and Frontex, and FRA's input to Europol's Innovation Hub will increase over the coming period. In turn, FRA will also



develop relations with the European Labour Authority (ELA), with respect to synergies on labour exploitation, and – throughout 2023 – will continue to work closely with EIGE with respect to joint data collection on violence against women.

In parallel to its data collection, the Agency provides expertise and technical assistance to EU Member States, for example in the framework of the European Union High Level Group on combating racism, xenophobia and other forms of intolerance, as well as in the framework of the High Level Group on Non-Discrimination, Equality and Diversity.

The Agency will continue to support the European Commission and Member States in fulfilling and reporting on the 2020 EU Roma Strategic Framework for Equality, Inclusion and Participation and the related Council Recommendation. In 2020, the Roma Working Party developed a portfolio of indicators linked to Roma equality and inclusion objectives. FRA's statistical data collected through large-scale surveys on Roma across several Member States are used by the Commission and the Council when formulating Country Specific Recommendations in the context of the European Semester. In parallel, the Agency will further develop its work which started in 2023 on fundamental social and economic rights aspects of social protection in light of the recent inflationary pressures, particularly on lower income groups and especially as regards rising energy costs in housing and transport.

At the end of 2020, the European Commission adopted a new strategy on the effective application of the EU Charter of Fundamental Rights. The reinforced Strategy boosted attention to fundamental rights as a horizontal obligation for the Union and Member States. The Agency will continue to contribute to the various strands put forward in the Strategy, in particular by working with national stakeholders and legal practitioners to enhance the use of the Charter, proactively disseminating its tools and training materials, and by supporting capacity-building related to the Charter.

FRA will continue providing expertise to the development or updates of online courses by the Human Rights Education for Legal Professionals (HELP) Programme of the Council of Europe. Since 2015, HELP courses cover the Council of Europe and the EU legislation including the EU Charter on Fundamental Rights and case law. Jointly produced handbooks by the FRA, the European Court of Human Rights and relevant Council of Europe entities continue to be used as key references for related HELP courses. 2023 sees the Agency working on a new legal Handbook, together with the Council of Europe, on Cybercrime, which is aimed at lawyers and judges.

Since 2020, the European Commission publishes an annual rule of law report, while also the other EU institutions continue to give focussed attention to rule of law issues. The Agency is referred to by EU policy and law makers as an important source of information on fundamental rights aspects of the rule of law and will continue to provide a submission to the Commission's rule of law report drawing on the European Union Fundamental Rights Information System (EFRIS) and data in its own area of competence. The Agency will support fostering a rule of law culture at national level by cooperating with the Commission, civil society and national authorities in piloting national rule of law dialogues in Member States. It will also continue its support to protecting the civic space in the EU.

In 2021, the EU strengthened the fundamental rights accountability of its funding instruments by introducing new horizontal 'enabling conditions' for eight major EU funds. These 'enabling conditions'

include the “effective application and implementation of the Charter of Fundamental Rights” and the “implementation and application of the United Nations Convention on the Rights of Persons with Disabilities” and must be fulfilled throughout the preparation, implementation, monitoring, reporting and evaluation of EU funded programmes. Building on research and good practice collection in 2022, the Agency will, in 2023, provide assistance to national bodies with a fundamental rights remit in monitoring the fulfilment of the enabling conditions. This work is closely coordinated with the European Commission, as well as with the European networks of NHRIs and equality bodies ENNHRI and Equinet.

In times when information moves around digitally at an unprecedented speed, the Agency will continue to develop effective and appropriate communication activities to demonstrate ‘why’ fundamental and human rights are universal and required. It will seek to further modernise its communications and means to do so to ensure that FRA’s findings and data reach relevant target audiences as well as the broader public, namely rights holders. The overall goal is to communicate in accessible and user-friendly ways to make it easier for the Agency’s stakeholders to develop and implement policies, strategies and action plans to protect and fulfil fundamental rights in the EU. With the rise of disinformation and corresponding decline in civic engagement, the Agency will also seek to develop communication narratives that raise awareness of the benefits of fundamental and human rights to people’s lives and build public support for the human rights system. Ultimately, the legitimacy of fundamental rights depends on public consent and support.

Finally, the Agency actively takes part in the Justice and Home Affairs (JHA) Agencies network. The JHA agencies’ joint response to addressing the implications for the EU of the Russian invasion of Ukraine in 2022 illustrated the agencies’ close cooperation to support Member States in critical times. In this network, FRA supports an annual exchange on the implementation of the Charter of Fundamental Rights by the various JHA agencies.

SECTION 2

# Multi-Annual Programme 2024- 2026



# MULTI-ANNUAL PROGRAMME

This multi-annual programme is based on the FRA Strategy 2018-2022, which was prepared by FRA operational services, discussed and adopted by the Agency's Management Board in 2017, and whose priorities and objectives were extended until 2023 by the Agency's Management Board.

The Agency is currently working on the development of the new FRA Strategy 2024-2028, which will be adopted by the Management Board in 2023. A revised Section 2 Multi-annual Programme reflecting the new strategic priorities and objectives will therefore be included in the final draft of the Single Programming Document 2024-2026.

## STRATEGIC PRIORITIES

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1. Identifying trends: collecting and analysing comparable data and evidence
2. Contributing to better law making and implementation: providing independent advice
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise
4. Effectively promoting rights, values and freedoms
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support

# 1 STRATEGIC PRIORITY

## IDENTIFYING TRENDS: COLLECTING AND ANALYSING COMPARABLE DATA AND EVIDENCE

The Agency’s founding regulation tasks it to “develop methods and standards to improve the comparability, objectivity and reliability of data at European level” (Article 4 (1) (b)). To this end, the Agency will continue its work collecting and analysing data on the experiences of various population groups and in specific fundamental rights areas, which are often not the subject of data collection at EU and Member State level. In this regard, the Agency is often a unique source of comparable data for the EU. It will continue to build on its established reputation in qualitative and quantitative research with a particular emphasis on large-scale quantitative survey research. The Agency will also explore new areas for data collection and analysis in the fundamental rights field, including new modes of survey research, and on the uses of and fundamental rights considerations relating to digitalisation. Its annual Fundamental Rights Report on the situation of fundamental rights in the EU will be developed further to underscore the identification of trends in specific areas.

### OBJECTIVES

#### **Generating comparable, robust and reliable data and evidence to identify trends in the fulfilment of fundamental rights**

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FRA’s data collection will continue as a cornerstone of its work. Its data collection ranges from desk research (collecting and analysing existing material, ranging from national statistical data to case law, governmental and non-governmental reports, and academic studies) to the generation of ‘primary’ data through quantitative and qualitative fieldwork research. The Agency’s EU-wide surveys that are planned for the period 2024-2026, together with work by its research network FRANET, and other multi-annual

research projects will be the main vehicles to collect robust and reliable evidence. This will enable the Agency to identify trends in the fulfilment of fundamental rights.

#### **Developing and using fundamental rights indicators to benchmark gaps and achievements**

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By aligning its data collection with core fundamental rights indicators, where appropriate, FRA will fine-tune its survey data collection efforts. For example, the Agency

populates fundamental rights indicators on Roma inclusion with primary data from its survey research. A key consideration during 2024-2026 will be to link the Agency’s work on

indicators to indicators used in the context of EU processes, including the UN Sustainable Development Goals. Data analysed by the

Agency can play an important role in the assessment of compliance with fundamental rights.

## Using analysis of data and evidence collected to generate fundamental rights assessments on the implications of mainstreamed policies and interventions at EU and national level

FRA's analysis of data and evidence seeks to support the European Commission's regular reporting to the European Parliament and the Council of the EU on the implementation of Union law. FRA's survey data is already used to populate indicators developed by the Commission and Member States in key policy areas – such as those relating to Roma – and could be used for specific purposes, such as the provision of evidence on compliance with fundamental rights obligations in the context of

the European Semester, including assessing fundamental rights compliance in the disbursement of European Structural and Investment Funds (ESIF). The Agency's data analysis could be used for ex-post and ex-ante (or 'upstream') assessments of how certain courses of action can affect upholding fundamental rights.

### To achieve the above FRA's response in 2024-2026 will focus on:

Repetition of FRA surveys to identify trends, where possible, on the situation of fundamental rights in the EU. Specifically:

- In 2024 – results from the third LGBTI survey will be published and findings from the third survey on antisemitism will be disseminated further.
- In 2024, FRA – jointly with EIGE – will publish results from the survey on violence against women, covering those Member States not participating in Eurostat's survey. This will allow for the identification of trends ten

years after the publication of the first survey results.

- In 2024 – results from FRA's survey on violence and related human rights abuses against women fleeing Ukraine will be available.
- In 2024 – FRA will launch the next wave of its survey on Roma and a new survey on immigrants and descendants the modalities of which will be developed in 2023.
- In 2025, preparations will begin for the fourth Agency survey on antisemitism.

# CONTRIBUTING TO BETTER LAW MAKING AND IMPLEMENTATION: PROVIDING INDEPENDENT ADVICE

FRA's analysis of the practical implementation of law at Member State level, covering its Multiannual Framework areas, as well as in other areas at the specific request of EU institutions, is a cornerstone of its work. The production of targeted, comprehensive opinions – at the request of EU institutions – on proposed EU law is an increasingly important component of the Agency's work and contributes directly to better law making.

Building on the Agency's overall objective to support the EU institutions and Member States to “fully respect fundamental rights”, and in line with Article 16 of the Agency's founding regulation, this priority will further strengthen the Agency's position as an expert body that fulfils its tasks – contributing to better law making and its implementation in the EU – in complete independence.

## OBJECTIVES

### Strengthening FRA's role as an independent core actor in informing EU law and policymaking

To provide support to EU institutions, the Agency will continue to map comprehensively the practical implementation of EU law and provide legal analyses of key fundamental rights areas covered by its Multiannual Framework, as well as on other areas upon request by EU institutions. The Agency's socio-legal approach,

whereby the implementation of law is assessed through the experiences of rights holders and duty bearers in practice, has proved instrumental in identifying key fundamental rights concerns. The Agency will systematically promote this approach in its work with EU institutions.

### Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights

Following the model of the European Data Protection Supervisor, who regularly issues opinions on legislation relevant to data protection, FRA can encourage EU institutions to

request more regularly independent expertise on the fundamental rights compliance of legislative proposals.

### Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence

The provision of fundamental rights expertise to EU Member States could become a more regular feature of the Agency's work. This could range from direct assistance to selective Member

States, through to general expertise on fundamental rights issues in the context of EU experience-sharing, alongside targeted support related to capacity-building on monitoring

## **To achieve the above FRA's response in 2024-2026 will focus on:**

- Developing conclusions and opinions on the basis of comparative socio-legal research, to support the development of EU policy and implementation of EU law, in the Agency's areas of work;
- Providing evidence and fundamental rights expertise in response to specific requests from the EU institutions to inform policy and legislative developments;
- Providing tailored capacity building and online training material to national target audiences to promote awareness and knowledge on the EU Charter of Fundamental Rights;
- Support training events of judicial networks and training institutions by providing them with FRA findings;
- Updating existing handbooks on European human rights law and developing new ones with the European Court of Human Rights and relevant Council of Europe entities, including a new handbook on cybercrime and fundamental rights;
- Providing data and information to the European Commission's annual rule of law report, on the basis of EFRIS and FRA's own research on civic space;
- Providing advice to inform policy at EU and national levels, for instance on the fundamental rights situation of long-term residents in the EU or the implementation of fundamental rights related conditionalities for the use of EU funds.



# 3 STRATEGIC PRIORITY

## SUPPORTING RIGHTS-COMPLIANT POLICY RESPONSES: PROVIDING REAL-TIME ASSISTANCE AND EXPERTISE

Providing timely and relevant responses concerning fundamental rights compliance remains an important aspect of FRA's work. This can range from giving evidence-based advice at national and EU level about developments in law and policy, and in situations where Fundamental rights are at serious risk, to offering advice on – for example – fundamental rights-compliant training, including by EU institutions and agencies or in situations where there is an urgent need for the Agency's input, for example in view of the increasing numbers of refugees, asylum seekers and migrants entering the EU.

The above is underpinned by the collection of objective and comparative data, where required through FRA's presence on fieldwork missions, which is undertaken with the consent of the concerned Member State. To this end, cooperation with relevant stakeholders at the national, EU and international level is essential to both collect information and maximise the impact of findings.

### OBJECTIVES

#### Strengthening the delivery of real-time advice, assistance and expertise to EU institutions and Member States

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In fulfilment of its mission to provide relevant and timely support and assistance, FRA will offer its expertise to EU institutions and Member

States with respect to its core areas of work – providing legal and related evidence-based input.

#### Informing EU and national authorities on fundamental rights risks in priority areas

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FRA can enhance its work in relation to alerting EU and national authorities to possible violations of fundamental rights in areas covered by its Multiannual Framework. This would be achieved through data collection and analysis in specific areas on a regular basis, including publication where relevant; as is the

case with the Agency's regular data collection on the situation in Member States – from a fundamental rights perspective – for the EU's Migration Preparedness and Crisis Blueprint work. This work will be linked to the Agency's focus on identifying trends in fundamental rights, as outlined under Priority 1.

#### Supporting on the ground responses to fundamental rights challenges

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FRA's presence on the ground, with selected field missions to Member States, facilitates the provision of real-time advice to EU and national actors concerning fundamental rights challenges. The provision of regular and timely information that the Agency collects can directly

and immediately affect the realisation of fundamental rights on the ground – if the relevant authorities receive and use this information. The Agency's field presence also serves to bolster the credibility and validity of the Agency's advice among practitioners.

## **To achieve the above FRA's response in 2024-2026 will focus on:**

- Continue providing fundamental rights expertise to EU institutions, agencies, and Member States in the fields of asylum, border management, irregular migration and return, EU IT systems, facilitation of irregular entry and stay, trafficking in human beings, exploitation of irregular migrant workers, and the development or continued dissemination of related practical tools and training material.
- Assist key stakeholders at national, EU and international levels to improve their responses to hate crime, and the promotion of anti-racism in policing, by rolling out practical capacity building and/or disseminating targeted results from FRA's research findings.
- Provide targeted support for the development of national action plans against racism and racial discrimination, as set out in the EU's anti-racism action plan activities for 2022, as well as fighting antisemitism, in consideration of the Agency's available resources.
- Provide targeted evidence-based advice and capacity building, as relevant, to support FRA's work on the rights of the child.

# 4 STRATEGIC PRIORITY

## EFFECTIVELY PROMOTING RIGHTS, VALUES AND FREEDOMS

Work under this priority ensures that the Agency delivers on its objective of raising awareness, communicating on and promoting fundamental rights. In this context, the Agency seeks to address this pillar as a two-way process: ‘Communicating rights’ means to listen and to engage with the Agency’s audiences, ranging from the governance level to the people on the ground, while also supporting civic education. Coordinating communication strategies or delivering communication outputs together with key human rights actors – such as the Council of Europe, the Organization for Security and Co-operation in Europe (OSCE) or the United Nations – will serve as an important multiplier of impact.

### OBJECTIVES

#### Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU

The Agency will continue to engage in awareness raising activities to contribute in a meaningful way to strengthening a culture of protecting, promoting and fulfilling fundamental rights in the EU. Rights have to be actively promoted at all levels of governance: at the EU

level, nationally, regionally and locally to create awareness of and access to fundamental rights. To achieve this, FRA will work closely together with EU institutions, Member States, national human rights institutions, civil society and other actors.

#### Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human rights challenges and shape critical agendas

The Agency will offer a safe and inclusive space for dialogue on the pressing human rights challenges in the EU; this space for dialogue shall become a continuous process shaping critical human rights agendas and communicating rights. This will be done by engaging with a wider, and more local and grassroots audience. The Agency’s Fundamental Rights Forum will be one of the key drivers to

reach this objective, since the forum will foster partnerships among communities and institutions which rarely engage with each other, including the world of business, arts and existing human rights communities. The Agency will also systematically engage with new stakeholders groups. Furthermore, the Agency will foster ‘FRA communities’, including civil society, in the EU Member States.

#### Ensuring smart communications to maximise the effect of FRA outputs

In human rights, effective communication is about sustaining support for these rights, influencing change leaders and raising awareness among rights holders. To communicate effectively with the public, media, policymakers

and ‘influencers’, institutions like FRA will need to communicate in a way that is unlike an institution. FRA will have to boost its capacity of speed, agility, flexibility, imagination and novelty in its communication. Therefore, it will boldly experiment with new approaches, especially in the rapidly evolving social media sphere.

## To achieve the above FRA’s response in 2024-2026 will focus on:

- Applying the revamped ‘10 keys to effectively communicating human rights’ to develop communication activities and campaigns that combine value-driven messages with other, more instrumental arguments about the utility and relevance of human rights, drawing on the results of the Agency’s survey findings and its annual Fundamental Rights Report.
- Engaging in the development of new digital applications and tools, such as a one-stop shop communications app for human rights organisations and effective visuals, to promote and raise awareness of human rights, in addition to detailed visuals and infographics based on FRA evidence. This includes ensuring the accessibility of all digital content produced.
- Expanding its multilingual Fundamental Rights Dialogues to other population groups, in addition to young people, leading to the Fundamental Rights Forum – the platform for discussing human rights challenges engaging a great variety of voices – planned for 2024. Its preparatory work will have started in 2023.
- Strengthening the Agency’s convening power to communicate its work through hybrid and virtual events. This includes two conferences with EU Member States holding the EU Presidency (Sweden and Spain in 2023) and expert meetings on arts, religion and human rights to further explore the shared origins, concepts and goals of the religion–human rights space to identify the potential for joint action and cooperation between those motivated by religion and those by human rights to create fair and just societies.
- Expanding its online training platform Moodle (e-learning platform) to other languages and areas such as enhancing child protection, including in migration, and preventing ethnic profiling. This also includes further developing existing training modules, such as the Charter tools, to reach young people.
- Continuing its work with the Human Rights Communicators network and inter-institutional communication activities with the European Commission, the Office of the High Commissioner for Human Rights of the United Nations, the Council of Europe, OSCE/ODIHR, EHNNRI and Equinet. The goal is to synchronise and mutually strengthen each other’s human rights communications.

# 5 STRATEGIC PRIORITY

## STRENGTHENING COOPERATION WITH NATIONAL AND LOCAL FUNDAMENTAL RIGHTS ACTORS: WORKING WITH COMMUNITIES OF SUPPORT

At EU Member State level, the Agency will need to increase the visibility of its interactions with national human rights actors. Moreover, it will further boost the relevance and impact of its evidence and fundamental rights assistance and support at national and local level, including public authorities and civil society organisations. In cooperation with other EU actors, FRA could function as a catalyst in demonstrating the importance, which the EU attaches to fundamental rights and their promotion at national level. This will also underpin the relevance of independent national institutions for a 'healthy' human rights system.

To support this ambition, the Agency will convene national actors to discuss and address specific human rights issues of particular national relevance, as was done, for example, regarding hate crime and Roma inclusion. The Agency will expand this practice to other selected areas of its work and use the outcome of such discussions to develop further its work in a particular area.

Staff of national human rights actors could be seconded to FRA, thereby enabling a mutual exchange of expertise and underpinning inter-institutional cooperation.

### OBJECTIVES

#### Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level

Emphasis will be given to the national and local level by building-up the Agency's Member State knowledge and data on national human rights plans of action and infrastructures, including creating space to enable civil society to act. This will allow the Agency to support a more targeted cooperation with local authorities, national human rights institutions, equality bodies, other human rights actors, ombuds

institutions, national administrations and civil society. The Agency will pay particular attention to publish its research findings on national-level data, which will be alongside its core mandate to collect and publish comparable EU data on fundamental rights. This will promote the use of the Agency's findings by authorities and civil society organisations at the national and local level.

#### Supporting further the strengthening of the capacity of national and local human rights actors

By providing its support and expertise, the Agency aims to strengthen human rights capacities in EU Member States to better

promote fundamental rights at all governance levels. The Agency's input will build on existing national action plans on human rights and key

government programmes, as well as on feedback from civil society, national human rights institutions, equality bodies and ombudsmen institutions as guidance for developing activities. Such activities will be implemented in partnership with the FRA community of

stakeholders, in order to human rights communities in a sustainable manner. To this end, FRA will engage in strategic partnerships, such as funders and foundations or national human rights institutions, to roll out activities in Member States.

## Assisting national authorities in developing data collection to create evidence-based approaches to rights protection and promotion across EU Member States

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Drawing on its expertise in data collection covering diverse fundamental rights fields, the Agency can offer this expertise to national authorities and associated organisations concerning the collection and analysis of data – for example, with respect to compliance with

key fundamental rights indicators. Working closely with national organisations, alongside EU and international data collectors (such as Eurostat and the United Nations), can further support the Agency's standing as a centre of excellence for fundamental rights data.

### To achieve the above FRA's response in 2024-2026 will focus on:

- Capacity-building activities and development of tools for national actors (ministries, independent public bodies, legal practitioners) to promote knowledge on the applicability of the EU Charter of Fundamental at national level.
- Maintaining the European Union Fundamental Rights Information System (EFRIS) as a gateway to data and assessments by international human rights treaty bodies and monitoring mechanisms.
- Supporting civil society work to protect and promote fundamental rights, through the Fundamental Rights Platform, capacity-building and awareness-raising activities, and by releasing an annual update on civic space in the EU.
- Providing assistance to national bodies involved in monitoring the fundamental rights compliance of EU funds in line with the conditionalities set forth in EU law.
- Providing expertise on data collection methodologies to Commission-led expert working groups of EU Member States, such as those under the EU High-Level Group on Non-Discrimination, Equality and Diversity, and the one on Racism and Xenophobia.
- Contributing to promoting and monitoring the rights of persons with disabilities as a member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD) and by building capacities of national monitoring frameworks to apply an indicator framework for CRPD monitoring.
- Cooperating with the EEA and Norway Grants regarding the implementation of human rights related programmes and projects in EU Member States which are Grants beneficiaries, including a major regional initiative to support National Human Rights Institutions.

SECTION 3

# Annual work programme 2024



## Executive summary

In 2024 the work of the Agency will continue under the following areas of activity:

### A. EQUALITY, ROMA INCLUSION and SOCIAL RIGHTS

### B. JUSTICE, DIGITAL and MIGRATION

### C. INSTITUTIONAL COOPERATION and NETWORKS

### D. COMMUNICATION and EVENTS

## EQUALITY, ROMA and SOCIAL RIGHTS

FRA's large-scale survey data collection forms a central pillar of the Agency's work – both with respect to new survey research and the roll-out and analysis of findings from previous FRA surveys. Survey data continues to be collected by FRA in the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice.

In 2024, the Agency will continue delivering reports based on its Survey on Immigrants and Descendants of Immigrants of 2022. Data collection from the survey, as for other FRA surveys, will allow for the disaggregation of results by gender and age, and by disability – where sufficient numbers of respondents self-identify as having a disability.

FRA will also publish in early 2024 the results of its third LGBTI survey and disseminate the results widely.

In 2024, the Agency will launch the next round of its survey on Roma. Moreover, the Agency will continue supporting the monitoring of the EU Roma strategic framework and the implementation of national Roma strategies in close cooperation with the European Commission and will provide, upon request, technical expertise to Member States embarking on their own collection of data on the situation of their Roma populations.

In 2024, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity, supporting the work of its subgroup on Equality Data and its subgroup on LGBTIQ Equality. It will also continue to closely engage with the EU High Level Group on combating hate speech and hate crime in the context of fighting hate crime and through its subgroup on implementation of the EU anti-racism action plan and the working group on reporting and recording of hate crime. The Agency will continue its national level activities to support Member States in the development of policy recommendations to fight hate crime, and also support the equality bodies in this context. As requested in the Anti-Racism Action Plan, FRA will also develop a capacity-building tool on good practices on fair policing, based upon the practices collected in 2022 on promoting anti-racism in policing.

The Agency will build on the preliminary and scoping work conducted in 2023 to implement a project on social rights and continue to support the Commission and the Member States in their efforts to implement the EU Strategy on the Rights of the Child, the Child Guarantee and other relevant policy instruments. FRA will continue providing input on child-rights specific findings, opinions and capacity-building materials.

## JUSTICE, DIGITAL and MIGRATION

With respect to the area 'Just, Digital and Migration', the Agency's data continues to fill a 'knowledge gap' that serves to inform the European Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders. For example, the Agency will continue its work on updating and extending the EU-specific database on detention conditions, with new data available in 2024, and will disseminate its research findings on the application of the European Arrest Warrant in practice. From the perspective of access to justice more



broadly, FRA will also undertake research into the potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations as well as minimum safeguards required. With respect to its long-standing work on victims of crime, in 2024 the Agency will continue to disseminate results from its extensive research on provision in practice for different groups of crime victims in the EU – in view of obligations under the Victims' Rights Directive – which will be supported by evidence on specific groups' experiences of crime victimisation, and reporting to the police and other services, from FRA's survey research. FRA's research findings and expertise will continue to inform the Commission's work in this area, including in the context of the Victims' Rights Platform (depending on the duration of its mandate), as established under the EU Victims' Rights Strategy.

In 2024, the Agency will finalise and produce results from its third survey on antisemitism, which will build on FRA's previous surveys to provide data on trends over time with respect to the manifestation of antisemitism. As in previous years, the Agency will publish its annual data update on reporting on antisemitism, based on administrative and related sources at Member State level, which serves to complement FRA's survey data collection on antisemitism.

Following on from FRA's first survey on Violence against Women, in 2024 FRA will continue its joint project with EIGE to fill the data gap in Eurostat's data collection on violence against women, which is not covering all Member States. The joint FRA-EIGE project aims to ensure that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round in 2024. In parallel – the Agency is conducting survey data collection in four Member States on violence and related human rights violations experienced by women fleeing the Russian aggression in Ukraine who are now resident in the EU.

Building further on the Agency's work in the field of AI, in 2024 FRA will work on remote biometric identification systems with respect to the project that was initiated in 2023. While FRA continues to disseminate findings from its body of research on AI to contribute to policy relevant discussions and processes, a new project will analyse selected high-risk AI use cases in relation to fundamental rights assessments. In 2024, FRA will disseminate findings from its 2023 published handbook on cybercrime and the Agency's 2023 report on online content moderation, and will also launch its report on Data Protection Authorities' experiences with the GDPR. Based on FRA's experiences with data collection from online platforms, FRA will look into continuous data collection from these platforms to complement its survey data collection with data collected via social media.

FRA's work in the area of migration will support a fundamental rights compliant implementation of the Pact on Asylum and Migration. Measures at borders to increase efficiency, particularly in the processing of asylum claims and returns, raise significant fundamental rights risks. FRA will continue to stay responsive to fundamental rights challenges, such as the ones at the external borders of the EU. FRA will provide fundamental rights expertise to EU institutions and agencies as well as EU Member States. This will cover key upstream activities in Brussels and agencies' headquarters as well as expert advice provided at EU Member State level, including through temporary field deployments – where necessary. FRA's targeted fundamental rights assistance and expertise will pay particular attention to border management, access to asylum, the use of large-scale IT systems, exploitation of irregular migrants, as well as to children in migration (for example, on guardianship). FRA will also continue to support Schengen evaluations with its fundamental rights expertise. The Agency will follow-up on the results of the project on the fundamental rights situation of long-term residents in the EU, and the results of its survey of displaced persons fleeing the Russian invasion of Ukraine.

#### **INSTITUTIONAL COOPERATION and NETWORKS**

The Agency will continue to foster cooperation with and provide advice to the Agency's stakeholders at the international, EU, national and local levels. This will include the coordination of stakeholder networks, such as the Fundamental Rights Platform with over 800 participating civil society organisations, and the network of National Liaison Officers appointed by Member States as the Agency's contact points at the governmental level. In addition, the Agency will conduct strategic foresight in the area of fundamental rights in the context of the preparations of the next EU legislature 2024-2029.

In 2024, projects in this activity area will support the application of the EU Charter of Fundamental Rights, strengthen national human rights monitoring mechanisms, protect civic space, and facilitate interaction with the international human rights law framework.

The Agency will expand its Charter training tools, including by updating and expanding country-specific Charter factsheets (in the national languages and English) and Charterpedia tool. It will continue its targeted capacity-building on the Charter and provide expertise on the Charter to multipliers of legal professional training, including the European Judicial Training Network, the Council of Bars and Law Societies of Europe, the Academy of European Law, and the Council of Europe's Human Rights Education for Legal Professionals (HELP) Programme.

Following the publication of research findings in 2023, the Agency will provide assistance to national fundamental rights bodies involved in monitoring the fundamental rights related conditionalities for the implementation of EU funds, as foreseen by EU law. The European Union Fundamental Rights Information System (EFRIS), a searchable interface on international human rights monitoring data, will be maintained.

FRA will continue supporting civil society work to protect and promote fundamental rights, through capacity-building and awareness-raising, and by releasing an annual update on civic space in the EU. As in previous years, the Agency will provide a submission to the European Commission's annual rule of law report drawing on EFRIS and data in its own area of competence, in particular as regards civic space. FRA will continue to deliver on its tasks as member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD). The Agency will publish an update of its 2019 paper on disability related voting rights restrictions ahead of the 2024 European Parliament elections. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

## **COMMUNICATION and EVENTS**

In this activity area, the Agency will promote the values and freedoms of today's societies in the European Union. It will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives. To do so, it will draw on key FRA deliverables, as well as its vast body of evidence, which report on the fundamental rights challenges and achievements in the EU and its Member States. This includes in particular its annual Fundamental Rights Report.

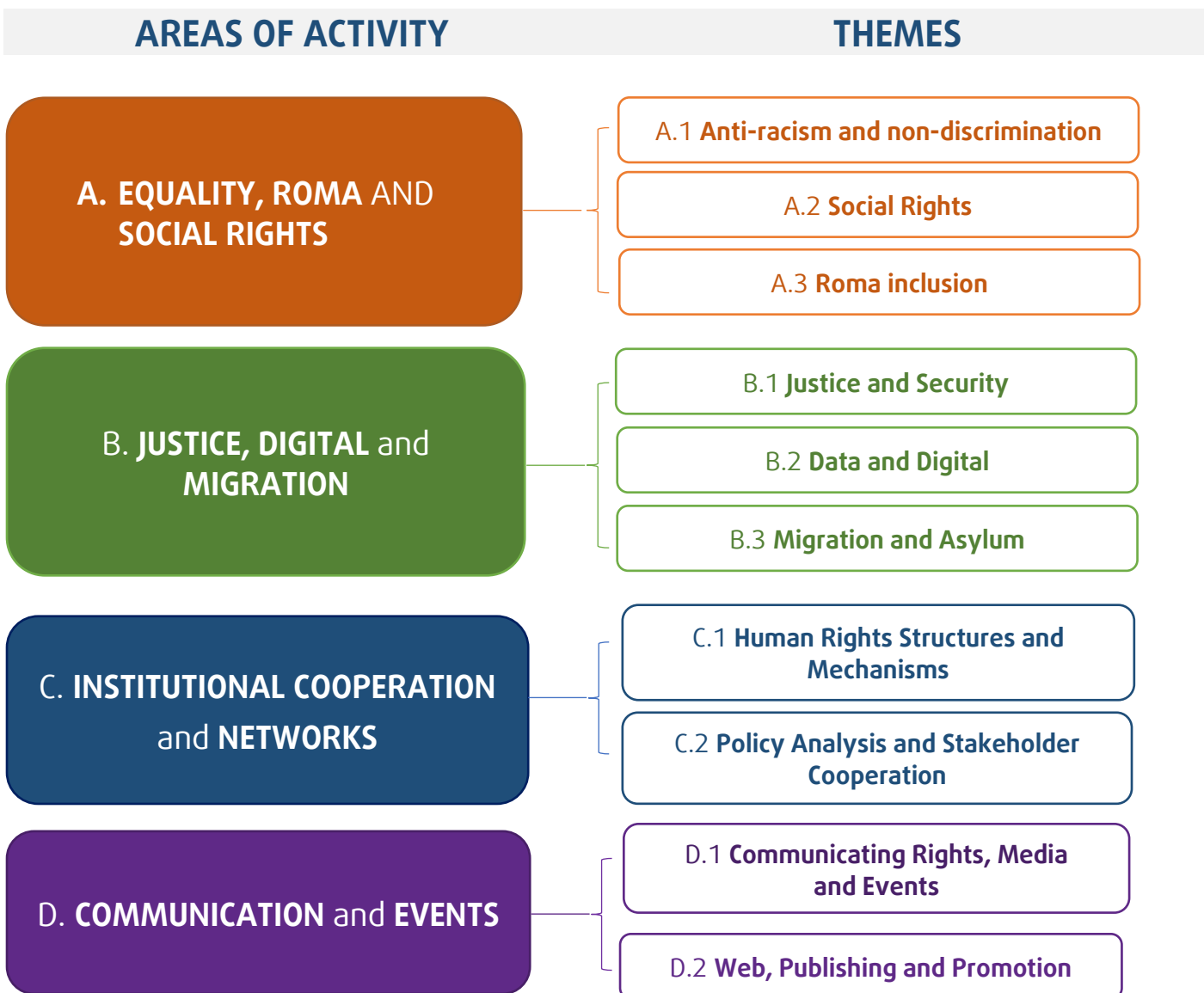
Effectively communicating the fundamental rights dimensions of specific issues will remain at the core of the Agency's work through 2024 and beyond. In implementing its communication activities, FRA will follow the guiding principles of the ['10 keys to effectively communicating human rights'](#).

FRA will also continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues. It will continue to bring together key human rights actors and a truly diverse range of voices from across politics, civil society, businesses, trade unions, faith communities, and the arts and sports. In doing so, FRA will support fostering promising, rights-based communication practices among human rights actors and media across the EU. In 2024, the Agency will its fourth Fundamental Rights Forum which will take place in the Vienna City Hall, Austria.

# Introduction

The Annual Work Programme 2024 is structured according to the following **areas of activity** and **themes**:

The Annual Work Programme 2023 is structured according to the following **areas of activity** and **themes**:



To ensure a flexible implementation of the Annual Work Programme, projects have been given priority according to the following model:

- **First priority** - Projects that follow-up on past work, correspond to key EU priorities and are considered essential to complete work in a specific area;
- **Second priority** - Projects which, although essential, could be postponed to next year owing to, for example, unforeseen requests by stakeholders;
- **Third priority** - Projects that can be implemented only if funds become available in the course of the financial year.

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.1 Anti-racism and non-discrimination

#### Overview of the activity

The context of FRA's work in this area of work is provided by the EU's Racial Equality Directive 2000/43/EC and the Employment Equality Directive 2000/78/EC. The work is further guided by the EU Anti-racism Action Plan 2020-2025, the EU Action Plan on integration and inclusion 2021-2027 and the LGBTIQ Equality Strategy 2020-2025. FRA assists the European Commission in the development and implementation of its strategies and action plans on equality.

In 2024, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity and by assisting the work of the Subgroup on equality data and observing the work of the Subgroup on LGBTIQ+ Equality. Work in the area of anti-racism encompasses activities related to the EU Anti-racism Action Plan 2020-2025 - such as supporting the work of the Subgroup on the implementation of the national action plans against racism (NAPAR).

In the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice FRA's large-scale survey data collection will continue to form a central pillar of the Agency's work in 2024 - both with respect to new survey research and analysis of findings from existing FRA surveys.

FRA will publish the main results from the EU Survey on immigrants and descendants of immigrants, including the second edition of its report "Being Black in the EU". The results will feed into the Commission's and Member States' assessment of the impact of EU and national anti-discrimination, integration and equality legislation and policies on the ground. In addition, FRA will publish the results of its online survey on the fundamental rights situations of displaced persons fleeing the war in Ukraine.

The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2024 is linking FRA's work in this regard to the indicators used in the context of EU strategies - such as the LGBTIQ Equality Strategy, the EU anti-racism action plan, the Action Plan on Integration and inclusion, the Gender Equality Strategy, and the UN Sustainable Development Goals. In 2024, the Agency will publish the results of its third survey on LGBTIQ people, which builds on FRA's previous surveys to indicate trends over time.

The Agency will continue to present and disseminate findings related to Anti-racism and non-Discrimination from all other FRA surveys - considering targeted analyses with regard to gender, age and disability. Based on findings from its surveys and other research, FRA will continue to provide technical assistance and capacity building to EU institutions and Member States in the area of equality and non-discrimination.

FRA will continue to consider, where relevant, the long-term implications of the COVID-19 pandemic and of the war in Ukraine on the fundamental rights and the well-being of persons in vulnerable situations, including children.

#### Expected results

The Agency's fundamental rights expertise and long experience in this area will support the EU and its Member States in applying existing fundamental rights standards in the area of racism and non-discrimination, and respond to emerging challenges in a fundamental rights compliant manner.

## A.1.1 EU Survey on immigrants and descendants of immigrants

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Anti-racism and non-discrimination

### Policy relevance

The EU Action Plan on Integration and Inclusion 2021-2027 refers to the integration and inclusion of immigrants as key for the long-term well-being of European societies and the stability of their economies. This survey provides data on the scale and nature of discrimination experiences of immigrants and descendants of immigrants in selected EU Member States which can be used to assess the impact of EU and national integration policies. The survey will be conducted online covering those immigrant populations most at risk of discrimination and criminal victimisation across the EU.

### Objectives

- To assess overall progress over time with data disaggregation by sex, age and disability.
- To provide data on discrimination experiences, hate motivated harassment and violence, and rights awareness relevant for selected SDG indicators.
- To refine online survey methodologies for capturing the experiences of hard-to-reach populations
- To deliver project outputs of use to key stakeholders in different formats

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Analysis of 2022 survey data; drafting and publication of reports</li> <li>- Dissemination of 2022 survey results in different fora at EU and national level</li> <li>- Preparation of the survey's technical report for publication; preparation for data visualisation and archiving</li> <li>- Preparation for the next round of the survey</li> </ul> | <ul style="list-style-type: none"> <li>- Main results report (1<sup>st</sup> priority budget)</li> <li>- Survey questionnaire (1<sup>st</sup> priority budget)</li> <li>- 2<sup>nd</sup> report 'Being Black in the EU' (1<sup>st</sup> priority budget)</li> <li>- Input of selected survey data to the Agency's online data explorer</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	2,000,000	-	200,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>2,000,000</b>	-	200,000

## A.1.2 – EU LGBTI Survey III

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Anti-racism and non-discrimination

### Policy relevance

In 2012, the Agency conducted the first ever EU-wide LGBT survey. This survey was repeated in 2019, and expanded to intersex persons, providing useful data on trends. In 2023, FRA will launch the third wave of this survey to assess progress over time.

The surveys data serve to underpin efforts to ensure the protection and enjoyment of LGBTI persons’ fundamental rights in the EU, as reflected in law and policy. Recognising intersectionality, which impacts variously on people’s enjoyment of rights in practice, the specific experiences of different age groups, gender categories and people with disabilities will also be analysed with respect to the survey’s results.

Specifically, the Agency’s third LGBTI survey will provide data which is not available from other sources to inform the Commission’s LGBTIQ Equality Strategy. Other relevant EU legislation and policy areas for consideration with respect to the survey’s results include the EU directives on employment equality, the Victims’ Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people - noting those included in the Council of Europe Recommendation CM/Rec (2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity. The survey results will further inform initiatives undertaken by the Council of Europe, United Nations, and OSCE, as well as civil society organisations and national human rights bodies.

### Objectives

- To provide comparable evidence on LGBTI people’s experiences and opinions concerning various fundamental rights areas in the EU – such as equality and non-discrimination, crime victimisation and rights awareness – which will inform the EU and Member States’ with respect to survey respondents’ enjoyment of rights in practice.
- To identify trends over time and assess progress between the different survey rounds.
- To provide EU institutions and EU Member States with evidence-based advice for their annual reporting on the implementation of the list of actions to advance LGBTI equality.
- To provide technical assistance and capacity building to EU institutions, and Member States’ institutions upon request and where relevant.

### Activities

### Outputs

- Survey data collection in 2023
- Cooperation with key stakeholders in raising awareness concerning the forthcoming survey

Outputs planned for 2024

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	100,000	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>100,000</b>	-	-

## A.1.3 Fundamental rights protection of persons with disabilities living in institutions

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Anti-racism and non-discrimination

### Policy relevance

Persons with disabilities are at higher risk of suffering violence and abuse in their home environment and in institutions, in particular women, older persons and children with disabilities. The UN Convention on the Rights of Persons with Disabilities (CRPD), to which the EU and its Member States are parties, requires State Parties to take legislative, administrative, judicial or other measures to effectively prevent persons with disabilities from being subjected to torture, violence and abuse; to monitor facilities by independent authorities; and to ensure effective access to justice for victims. Relevant EU legal provisions include the Victims’ Rights Directive and the EU Strategy on Victims’ Rights which requires all relevant actions to be in line with the CRPD. People in institutional settings are particularly vulnerable to violence in light of the inherent characteristics of these settings, such as social isolation, power asymmetries, depersonalisation and lack of ability to seek outside help. They face considerable barriers when they try to report violations of their rights and access justice. In the EU, despite significant efforts, ten years after the CRPD entered into force, institutional care continues to persist for people with disabilities, including children and older people. At the same time we still lack sufficient research evidence on the experiences of persons with disabilities in institutions across the EU and as a result, fundamental rights issues affecting those living in institutions remain largely undocumented.

In March 2021, the Commission published the new and strengthened Strategy for the Rights of Persons with Disabilities 2021-2030, which addresses the heightened risk to human rights violations in institutions, highlighting the need for improving access to justice and protection, including by “monitoring of institutions and investigation in case violence, crimes or abuse occurs”. The Strategy calls on FRA to examine the situation of persons with disabilities living in institutions in regard to violence, abuse and torture. This project responds to this request contributing to the Agency’s activities as member of the EU’s Monitoring Framework of CRPD Art. 33 (2). It will build on previous FRA work on victims’ rights and on persons with disabilities collecting information on safeguards of fundamental rights protection and accountability standards regulating the provision of institutional care. Differences in standards for regulation and accreditation for publicly and privately managed institutions reflecting the increasing privatisation of care in the EU will also be explored. The project will examine the availability and function of formal complaints procedures, as well as possibilities to access informal complains systems (such as anonymous suggestion boxes or residents’ councils, etc.) and external (third-party) complaints services. In addition, the project will examine additional measures, such as proactive monitoring of closed institutions, such as unannounced visits by independent authorities, which are indispensable for enabling persons with disabilities to safely report any victimisation. The project will map the scope and nature of monitoring carried out by both health and social care services regulators and independent monitoring by national human rights bodies, such as NHRIs, Art. 33 (2) CRPD frameworks and Ombuds institutions. The project will collect and analyse in selected Member States evidence from monitoring visits, complaints and research on prevalence and type of abuse in institutional

### Objectives

- Identify fundamental rights aspects in legal provisions regulating institutional settings for persons with disability
- Provide evidence of barriers to accessing complaint procedures and justice faced by persons with disabilities in institutions
- Map existing complaints mechanisms and the mandate and scope of regulatory and independent monitoring mechanisms
- Contribute to the proper implementation of specific aspects of the EU Victims’ Rights Directive

### Activities

- Expert consultation, project design and planning
- Cooperation with NHRBs monitoring closed settings
- Data collection – desk research through FRANET
- Drafting of comparative report

### Outputs

- Comparative report and 27 FRANET reports in 2024

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	350,000
Justice, Digital and Migration	-	-	-
Institutional cooperation and	-	-	-
Communication and Events	-	-	-
<b>Total</b>	-	-	350,000

## A.1.4 Additional activities in the area of 'Anti-racism and non-discrimination'

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Anti-racism and non-discrimination

### Policy relevance

This project fiche concerns requests for additional activities related to data collection, analysis and provision of expertise which are not covered by other projects in the area of anti-racism and non-discrimination. In 2024, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity, in particular by assisting the work of its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality. In addition, FRA will continue participating in the activities of the European Network of Equality Bodies (Equinet) working group on research and data collection, and provide, upon request, its expertise.

The Agency will continue to support the work of the Subgroup on the implementation of the national action plans against racism (NAPAR).

Work undertaken in relation to the above can encompass analysis with respect to gender, age and disability – depending on the nature of any potential specific requests for input. Particularly, upon request, FRA will continue to provide expertise to European Institutions, in particular the European Commission related to the development and roll-out of different strategies and action plans, and – where relevant – can contribute to capacity building activities at the level of the EU and selected Member States.

### Objectives

- To conduct additional data collection and analysis activities, as required by developments in 2023;
- To provide opinions and evidence based advice;
- To provide stakeholders with expertise upon request;
- To update past research work or publications upon request;
- To communicate FRA's work to stakeholders;

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- To provide evidence-based advice and develop opinions (upon request)</li> <li>- Undertake additional analysis based on existing data/material and update selected publications, as required by developments during 2023</li> <li>- Communicate outcomes of FRA's work to stakeholders</li> <li>- Assist the EU High Level Group on Non-discrimination, Equality and Diversity, in particular its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality</li> <li>- Assist the EU High Level Group on Racism and Xenophobia, in particular its Subgroup on NAPAR</li> <li>- Relevant communication and cooperation activities</li> </ul> | <ul style="list-style-type: none"> <li>- Expert advice to stakeholders – drawing on FRA's empirical evidence and research expertise; namely, the work of various Commission Sub-Groups in the fields covered under the fiche</li> <li>- Written input to institutional stakeholders upon request</li> <li>- Participation in EU level meetings and events, as well as events organised by the Council of Europe</li> <li>- Exceptionally participation in international events</li> <li>- Translation and reprinting of selected FRA publications, as required</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	30,000	-	20,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>30,000</b>	-	20,000



## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.2 Social Rights

#### Overview of the activity

FRA's work on social rights is framed under the European Pillar of Social Rights proclaimed in 2017. It sets out 20 key principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with a number of EU actions putting forward three EU-level targets to be achieved by 2030 that should steer national policies and reforms: at least 78% of the population aged 20 to 64 to be in employment by 2030; at least 60% of all adults should participate in training every year; reducing the number of those at risk of poverty or social exclusion by at least 15 million, at least 5 million of which should be children. In addition, the European Commission presented in September 2022 the European Care Strategy to ensure quality, affordable and accessible care services across the European Union and improve the situation for both care receivers and the people caring for them, professionally or informally. At the same time the Commission proposed a Council recommendation on the revision of the Barcelona targets on early childhood education and care. The European Care Strategy is intended to support Member States in adapting to demographic change, eliminate persistent gender and other inequalities, tap into the potential of the green and digital transitions, and increase resilience to significant external shocks.

In its work on social rights the Agency places a particular focus on those in a vulnerable situation which includes many older people, one parent families, persons with a migrant or ethnic minority background, LGBTIQ+ persons, etc. Moreover, the work of the Agency on social rights encompasses efforts to collect evidence, as relevant, on long-term implications of the COVID-19 pandemic. In addition, FRA examine the impact of the war in Ukraine on social rights based on data and information collected through its relevant projects.

The European Care Strategy, implementing the EU's Pillar of Social Rights focuses explicitly on children. This reflects relevant provisions of the Convention on the Rights of the Child, ratified by all EU Member States. The EU established the European Child Guarantee, adopted by Council in June 2021, aiming to prevent and combat social exclusion by guaranteeing the access of children in need to a set of key services: early childhood education and care; education (including school-based activities); healthcare; nutrition; and housing. FRA will provide expertise to the Commission and Member States, upon request, to assist them in their efforts to monitor the implementation of Child Guarantee schemes. The rights of the child will, as usual, be mainstreamed across several areas of FRA work framed by the EU Strategy on the Rights of the Child 2021-2024, as well as the EU Strategy to fight child sexual abuse 2020-2025.

Several of the principles of the European Pillar of Social Rights, proclaimed in 2017, are directly linked to fundamental rights in old age, including access to essential services such as transport, financial services and digital communication. In 2021, the Commission Action Plan for the implementation of the Social Rights Pillar identified among its priorities the well-being of older persons. FRA completed in 2022 a project on the fundamental rights implications of growing older in the digital age, focusing on access to specific online and offline services through the lens of social rights. In 2023, the Agency will disseminate its findings and engage with key stakeholders to promote a human rights based approach to improving access essential digital services for older people.

The area of social rights includes consumer protection. FRA concluded in 2022 work on the links between consumer protection (Article 38 of the Charter) and the right to environmental protection (Article 37 of the Charter). FRA's previous work in this area showed difficulties in effective enforcement of existing consumer protection, as well as gaps regarding broader understanding and use of the consumer protection framework in order to address environmental issues; including the expectations of some consumers who would like to 'consume' in a more sustainable way. In 2023, FRA will complete desk research for its relevant project comparing existing legal frameworks and practices regarding the enforcement of consumer rights and links with environmental protection. This supports the Commission's efforts in promoting the EU's sustainability agenda, taking into account the UN's Sustainable Development Goals, which have direct implications for consumers. Moreover, this work is also of direct relevance for the 'European Green Deal', which includes enforcement and implementation of legislation relevant to the environment. In 2023, the Agency will deepen its research interviewing experts involved in consumer and environmental protection, as well as representatives of business communities in selected EU Member States.

#### Expected results

The Agency will build up its expertise in this area in order to support the EU and its Member States in applying existing fundamental rights standards across social and economic rights, and respond to emerging challenges in a fundamental rights compliant manner.

## A.2.1 Ensuring the right to environmental protection

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

### Policy relevance

Article 37 of the EU Charter for Fundamental Rights outlines the principle that a high level of environmental protection and the improvement of the quality of the environment must be integrated into the policies of the Union and ensured in accordance with the principle of sustainable development. In 2022 the UN General Assembly (UNGA) passed a resolution recognizing the human right to a clean, healthy, and sustainable environment. In 2019, the EU proclaimed its new growth strategy, the ‘green deal’, aiming to “transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy.” The Commission has emphasised the need for this green transition to be fair and just and set up a new social climate fund to support vulnerable people and mitigate the costs for those most exposed to fossil fuel price increases.

Regulation (EU) 2021/1119 of 30 June 2021, the so-called European Climate law establishes the framework for achieving climate neutrality. It stresses the need to consider the social, economic and environmental impacts. Article 5. 3 requires, Union Institutions and Member States to “focus, in particular, on the most vulnerable and impacted populations and sectors, and identify shortcomings in this regard in consultation with civil society.” This is particularly important in light of the fact that in 2020 about 35 million EU citizens were unable to keep their homes adequately warm and this situation is expected to deteriorate in view of the rising energy prices due to the Russian war of aggression against Ukraine. The impact of events caused by climate change, such as extreme heat, floods, droughts, water scarcity, sea level rise, thawing glaciers, forest fires, windthrows and agricultural losses may be disproportional to those most vulnerable in our societies. Existing inequalities will be exacerbated by environmental risks. FRA’s recent data (2021) show that 23% of Roma in the EU live disproportionately more often in areas facing environmental problems such as pollution, grime, smoke, dust, unpleasant smells or polluted water compared to the general population (14%). Every fifth Roma (21%) lives in a household without tap water in the dwelling and Roma have on average a 10 years shorter life expectancy than the general population.

This project seeks to identify the human and fundamental rights dimensions of all aspects of the EU’s green transition and relevant implementing legislation (see for example, judgement Commission v. Hellenic Republic - C-387/97), the impact of climate change and access to a safe and healthy environment in light of the overarching principle of the United Nations Sustainable Development Agenda to leave no one behind. In view of the fact that Sustainable Development Goals (SDGs) are integrated into the European Semester and mainstreamed in the EU’s regulation tools the output of this project will provide evidence that could contribute to the EU’s first voluntary review of SDG implementation in the framework of the UN’s High-Level Political Forum as foreseen in the 2023 EU Commission work programme.

The project will map fundamental and social rights implications in current legislation and provisions to address the impact of climate change and ensure access to a safe and healthy environment and sustainable energy, as required under article 37 of the Charter. In order to achieve this, the project will analyse in selected Member States existing data and monitoring systems in national law in the implementation of related EU Directives to identify gaps and challenges in supporting just transition and monitoring social impact. The research will focus on those in precarious living conditions most exposed to negative impacts of environmental changes. It will develop guidance to stakeholders to ensure fundamental rights compliance in the green transition and policies for reaching a sustainable environment under international law (especially under the UNFCCC objectives and SDGs). In this research, FRA will strive to cooperate closely with relevant stakeholders, including the European Environment Agency and the relevant Commission Directorates, as well as international organisations.

### Objectives

- Identify fundamental rights aspects in national legal provisions in the implementation of the EU’s green deal and environmental policies.
- Identify data and vulnerable groups with respect to the social impact of the green transition and environmental risks and identify good practice in addressing the related challenges
- Provide guidance on fundamental and social rights compliance of policies and legal provisions in regard to the green transition and the impact of climate change and the energy crisis.
- Provide guidance on data collection and monitoring of a socially just green transition.

### Activities

- Stakeholder consultation.
- Desk research and mapping of legal and policy provisions to implement the EU’s green deal
- Mapping of existing data on the social impact of environmental policies and legislation and identification of vulnerable groups.

### Outputs

- Mapping of EU and national legal frames in regard to fundamental and social rights in regard to the green deal and environmental challenges, the impact of climate change
- Guidance on the monitoring of social rights in implementing the green deal and environmental policies, with identifying potential existing data and indicators and data gaps.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	250,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	-	-	250,000

## A.2.2 – Towards integrated child protections systems

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

### Policy relevance

The promotion and protection of the rights of the child is one of the objectives of the EU. According to Article 3(3) of the Treaty on European Union the EU is explicitly required to promote the protection of the rights of the child which are furthermore enshrined in Article 24 of the Charter of Fundamental Rights. In addition, all EU Member States have ratified the United Nations Convention on the Rights of the Child (UNCRC).

In March 2021, the Commission adopted the EU Strategy on the rights of the child 2021-2024. One of its key deliverables is to present an initiative aimed at supporting the development and strengthening of integrated child protection systems. This initiative shall encourage all relevant authorities and services to better work together in a system that puts the child at the centre. As evidenced in FRA's previous work on national child protection systems, the legal basis is still very fragmented to certain areas of law, and cooperation and coordination frameworks between relevant actors are missing. At the 14<sup>th</sup> European Forum on the rights of the child (27-29 September 2022), the Commission launched a consultation with key stakeholders to define the potential content, scope and format of this initiative and identify where the EU can provide support, both at EU and national level, to tackle existing challenges and gaps in achieving integrated child protection systems.

FRA has been requested to support the Commission's efforts in developing this EU-wide initiative on integrated child protection systems by providing a mapping of relevant national legal and policy instruments, including legislation on violence against children (for instance regarding on- and offline physical and sexual violence) This mapping should cover the entire process of identifying, reporting and referrals of children as victims, as well as oversight and monitoring mechanisms. The project will identify any major developments in child protection policies and programmes in Member States since 2015, when FRA published its first such mapping [on child protection systems](#). The mapped instruments will include complaint and reporting mechanisms and services, such as helplines, and Member States' efforts to provide alternative care for children deprived of parental care. The mapping will try to identify key actors at the national, regional or local levels, including their interagency and multidisciplinary cooperation and coordination, as well as any horizontal and vertical structures of child protections system in Member States. Given the specific role of the EU, the feature of transnational cooperation and coordination will be particularly addressed. The goal is to identify the horizontal and vertical structures of child protection systems in a Member State and addressing key features thereof

### Objectives

- To support the Commission in developing an initiative on integrated child protection systems
- To map legislation, policies and programmes on child protections systems in 27 EU Member States and two accession countries
- To identify challenges and gaps which hinder the process towards integrated child protection systems
- To identify promising practices of interagency and multidisciplinary cooperation and coordination which facilitate integrated child protection systems
- To develop and carry out technical assistance activities at EU and national levels upon request
- To communicate the findings and raise awareness on the need for integrated child protection systems in which children are given the chance to participate and express their views in a meaningful way
- To provide evidence-based advice to EU institutions, agencies and Member States, as well as international organisations

### Activities

- Conducting legal and policy analysis through research and consultations with key stakeholders
- Providing evidence-based advice to EU institutions, agencies and Member States as well as international organisations based on FRA findings
- Providing technical assistance and expertise upon request

### Outputs

- Web-publication of the analysis based on the mapping of national child protection systems
- Tools to promote integrated child protection systems

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	250,000
Justice, Digital and Migration	-	-	-
Institutional cooperation and networks	-	-	-
Communication and Events	-	-	-
<b>Total</b>	-	-	250,000

## A.2.3 Additional activities under the sector 'Social rights'

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

### Policy relevance

In 2023, the Agency will develop its work on social & economic rights included in the Charter of Fundamental Rights and the European Pillar of Social Rights which sets out 20 key rights and principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with EU-level targets to be achieved by 2030 that should steer national policies and reforms. In previous years FRA collected data and reported on the situation of vulnerable groups in respect to their fundamental social and economic rights, but has not analysed general population socio-economic data from a human rights perspective. This project fiche accommodates the preparatory work to be carried out in order to assess the areas of particular relevance to EU policy in addition to requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects. Additional activities will include targeted engagement with key stakeholders to promote FRA's evidence and feed the outcome of its work into relevant EU policy processes. This project will also support FRA's efforts to continue collecting evidence, where relevant, on long-term implications of the COVID-19 pandemic on social rights. Moreover, this project would allow the collection of data, as may be required by developments in 2022 on social rights issues of relevance to persons displaced from Ukraine and now living in the EU due to the war.

The European Pillar of Social Rights focuses explicitly on children - Principle 11 - regarding childcare and protection from poverty. This reflects relevant provisions of the Convention on the Rights of the Child, ratified by all EU Member States. The EU established the European Child Guarantee, adopted by Council in June 2021, aiming to prevent and combat social exclusion by guaranteeing the access of children in need to a set of key services: early childhood education and care; education (including school-based activities); healthcare; nutrition; and housing. FRA will provide expertise to the Commission and Member States, upon request, to assist them in their efforts to implement and monitor effectively the implementation of Child Guarantee schemes. The rights of the child will, as usual, be mainstreamed across several areas of FRA work framed by the EU Strategy on the Rights of the Child 2021-2024, as well as the EU Strategy to fight child sexual abuse 2020-2025.

### Objectives

- To undertake additional data collection and analysis, as required by developments during 2022;
- To explore and identify data and analysis gaps in aspects of social rights relevant to EU competencies;
- To disseminate outputs generated through related work.

### Activities

### Outputs

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>- Additional data collection and analysis, as required by developments during 2022;</li> <li>- Conduct inhouse research to explore and identify data and analysis gaps in aspects of social rights relevant to EU competencies;</li> <li>- Assisting, upon request, the European Commission and the Council of Europe Child Rights Coordinators, and the UN Committee on the Rights of the Child;</li> <li>- Relevant communication and cooperation activities.</li> </ul> | <ul style="list-style-type: none"> <li>- Up to two outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis;</li> <li>- Written input to institutional stakeholders upon request;</li> <li>- Participation in EU level meetings and events, as well as events organised by the Council of Europe, and other international organisations</li> <li>- Translation and reprinting of selected FRA publications, as required</li> </ul> |
|---|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	35,000	-	150,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>35,000</b>	-	150,000

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.3 Roma inclusion

#### Overview of the activity

The Agency will further develop the evidence base on Roma inclusion that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 and the related Council Recommendation. The findings from the Roma survey 2021 and the Roma and Travellers' survey 2019 serve as a baseline against which monitoring of progress made in regard to equality and inclusion of Roma will be monitored. The Agency will generate the data necessary for mid-point (2024) and final (2028) monitoring cycles. To this end FRA will start the preparation for the next Roma survey in 2023.

Throughout the programming period, the Agency will continue to provide, upon request, technical assistance to the Commission and Member States in the areas of data collection and the development of tools to monitor progress on Roma. In particular, FRA will continue to work closely with the European Commission providing support through data collection and analysis. Support to Member States will mainly consist in providing, upon request, technical assistance in the collection of data on the situation of Roma using national statistical systems and in supporting the national periodic reports in the area of Roma equality, inclusion and participation.

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of Roma inclusion and respond to newly emerging challenges in this area in a fundamental rights compliant manner.

## A.3.1 Roma Survey

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Roma Inclusion

### Policy relevance

The Agency's past survey findings have identified Roma as among the most vulnerable populations in the EU to numerous fundamental rights violations. FRA research has highlighted, in particular, that large numbers of Roma frequently have no access to formal employment, live in precarious circumstances, and have limited or no access to health care (amongst other services). Moreover, Roma often face xenophobic, discriminatory and racist attitudes and behaviours, and are often victims of crime (including hate crime) and/or unlawful ethnic profiling. The FRA 2020 bulletins on the impact of the COVID-19 pandemic showed how the pandemic has exacerbated existing challenges and inequalities among marginalised Roma. The 2018 Communication on the evaluation of the EU Framework relating to the Roma called for a portfolio of Roma inclusion objectives, targets and indicators - requesting FRA's support and technical assistance to develop data collection, reporting, and analysis to track progress, thus contributing to the systematisation of knowledge and policy in this area. The 2021 Council Recommendation on Roma equality, inclusion and participation sets clear targets and has a strong focus on combatting antigypsyism; specifically, it calls on Member States to make use of the portfolio of indicators put together jointly by FRA, the Commission and the Member States, with FRA's data being used to populate these indicators. The Communication of the European Commission from October 2020 requests the Agency to provide data and background information on progress towards the inclusion of the Roma population in EU Member States, which should be collected on a regular basis to provide the necessary baseline, mid-term and end-term data to measure change - FRA's Roma Surveys supply such data. Roma survey data, along with national reports, have contributed to the Commission's periodic monitoring reports.

The Roma Survey will provide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on reduction of poverty and social inclusion). For some countries, the survey will produce data allowing for analysis of trends over time. The survey findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. At the Member State level, the survey results will help guide the activities of local authorities, National Roma Contact Points, NHRIs/Equality Bodies and civil society.

### Objectives

- To deliver data on discrimination experiences, hate motivated harassment and violence, and rights awareness, as well as on social inclusion and civic participation; including data that is relevant for selected SDG indicators - ensuring disaggregation by sex and age, and disability (where possible).
- To identify trends and assess progress over time between FRA Roma surveys.
- To further refine research methodologies for sampling and surveying hard-to-reach or elusive populations - to be shared with Member States.
- To deliver project outputs of use to key stakeholders.
- To raise awareness of fundamental rights implications and disseminate project results.
- To populate Roma equality and inclusion indicators in close cooperation with the Commission.
- To prepare for the next wave of the Roma survey

### Activities

- Preparation of different survey outputs - as listed
- Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU
- Building capacities among CSOs in selected Member States about how to work with the results of the Roma survey 2020
- Preparation and launch of procurement for the Roma Survey 2024

### Outputs

- Publication of results at the country level - as short outputs in national languages, 10 countries (staggered between 2022-2023)
- Publication of selected survey data through the Agency's online data explorer

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	1,500,000	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>1,500,000</b>	-	-

## A.3.2 Additional activities under the sector 'Roma inclusion'

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Roma Inclusion

### Policy relevance

This project fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects in the area of Roma inclusion. Since 2011, FRA contributes to the EU efforts for Roma inclusion by delivering robust and comparable data and analysis, as well as by developing and applying relevant outcome and process indicators. In 2021, the Agency supported Member States and the Commission in monitoring and reporting on Roma equality and inclusion by developing a portfolio of Roma inclusion targets and indicators in employment, health, education, housing, discrimination and antigypsyism, fighting poverty and promoting empowerment and participation, with particular focus on children, young people and women.

In 2023, FRA will continue to support efforts to measure progress towards targets set in the 'EU Roma Strategic Framework for Equality, Inclusion and Participation' and the related Council Recommendation with a particular focus on supporting Member States in their efforts to collect data of the situation of their Roma populations and apply relevant indicators to monitor progress on the implementation of their National Frameworks for equality, inclusion and participation. The Agency will also continue to provide input to the Commission for its regular Communications and other policy documents related to the implementation of the EU Framework of equality, inclusion and participation and provide assistance to national authorities, upon request, within its competencies, capacities and mandate.

### Objectives

- To support the European Commission and Member States in monitoring and reporting on Roma inclusion under the EU Roma Strategic Framework for Equality, Inclusion and Participation' launched in October 2020;
- To disseminate the outputs and knowledge generated through its overall work on Roma inclusion, in particular its surveys;
- To assist key stakeholders at EU and national level in their efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma and Travellers;

### Activities

### Outputs

- |  |   |
|--|---|
| - Finalisation of indicators (checklist);  | - Indicators - checklists;  |
| - Support to the European Commission and participation in the National Roma Contact Points network activities;   | - Input to documents requested by the Commission;   |
| - Providing, upon request, expertise to Member States on Roma inclusion, in particular concerning data collection methods and the use of indicators, as well as reporting on measures implemented on Roma inclusion; | - Up to two short outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis; |
| - Additional data collection and analysis, as required by developments during 2022   | - Participation in EU level meetings and events, as well as Council of Europe events;   |
| - Communicating survey findings to key stakeholders;   | - Participation in events by international organisations and civil society.   |
| - Engaging with civil society by participating in events;  |   |
| - Developing targeted analysis and briefs, as required.  |   |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	20,000	-	20,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>20,000</b>	-	20,000



## B. JUSTICE, DIGITAL and MIGRATION

### B.1 Justice and Security

#### Overview of the activity

With respect to the area 'Justice and Security', the Agency's data continues to fill a 'knowledge gap' that serves to inform the European Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders

Building on its previous work in the area of judicial cooperation in relation to criminal law (which was undertaken, prior to revision of the Agency's Founding Regulation, following a direct request from EU institutions), and its extensive work on victims of crime, FRA will continue supporting relevant legislative and policy developments in 2024; in particular relating to the implementation of the existing EU instruments on criminal procedural rights and with regard to ongoing revision of the EU victims' rights acquis.

In relation to the victims of crime area, furthermore, FRA will continue to support the Commission with the actions set out in the EU's Victims' Rights Strategy (2020-2025), and will continue to collect data and disseminate findings to guide the Commission, Member States and other actors in addressing the specific needs and rights of victims; including victims of hate crime, anti-Semitism, and gender-based violence (herein, working closely with EIGE as part of the joint FRA-EIGE survey project on violence against women – which serves to fill a gap in existing EU-wide data).

With respect to hate crime, and specifically the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Agency will continue to provide data and targeted input to support Member State work in this area; including through the EU's working group on hate crime reporting, recording and data collection, and the working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life. In 2024 the Agency will publish its annual update of data on antisemitism and will disseminate the findings of its third survey on antisemitism, and will also disseminate the Agency's relevant survey data on crime victimisation/hate crime – which is included in all FRA surveys.

In 2024, FRA will disseminate its findings on the use of profiling by law enforcement officers and border guards at national level, including in the context of the EU Anti-racism Action Plan, including on existing practices to address discriminatory policing with respect to racism.

On the basis of the Commission's request, in 2024 FRA will finalize its research on the implications of the application of individual provisions of the Terrorist Content Online Regulation (Regulation (EU) 2021/784 on addressing the dissemination of terrorist content online) at the Member State level, focusing on specific rights recognised by the Charter of Fundamental Rights of the European Union. The results of this data collection will feed into the Commission's evaluation of the Regulation in line with Article 23, including the impact of its application on fundamental rights; in particular freedom of expression and information, respect for private life and protection of personal data.

Finally, FRA will continue responding to newly emerging policy priorities and supporting relevant stakeholders in the area of justice and security. In this context, FRA will research potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations, as well as minimum safeguards needed. FRA will also be able to expand the areas of its work with respect to police and judicial cooperation in criminal matters in line with the amended FRA Regulation, which otherwise could not be planned for.

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of justice and security, as well as responding to ongoing and newly emerging challenges in this area in a fundamental rights compliant manner. The amended FRA Regulation allows the Agency, upon its own initiative, to undertake research and provide accompanying opinions with respect to police cooperation and judicial cooperation in criminal matters. Large-scale survey research in the fields of antisemitism and violence against women will serve to provide unique data to the EU and its Member States on specific manifestations of crime, including levels of reporting to the police and other authorities.



## B.1.1 Third FRA survey on discrimination and hate crime against Jews

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

### Policy relevance

Data collected by FRA in its annual update on officially recorded incidents of antisemitism, including reporting by civil society, indicates the continued absence of comprehensive data collection on antisemitism in a number of Member States. To address this situation, FRA's regular surveys on antisemitism collect data on both reported and unreported incidents of antisemitism in EU Member States, which can be read alongside official data on antisemitic crime to obtain a more accurate picture of the extent and nature of incidents, reporting rates for antisemitism and, importantly, the impact of antisemitism on the Jewish community. The repetition of FRA's surveys allows for the analysis of trends over time, which serves to inform those responsible for enforcing the law and developing policy on antisemitism, including in the field of victim support, to better address antisemitism by drawing on FRA's survey findings. The survey data contributes to assessing EU Member States' progress in implementing the Council Framework Decision on combating racism and xenophobia by criminal means (2008/913/JHA), the Victims' Rights Directive (2012/29/EU), as well as the Racial Equality Directive (2000/43/EC), and feeds directly into different EU Strategies and Action Plans that accompany these legislative files – notably the Commission strategy on antisemitism.

In 2012, FRA carried out a survey in eight EU Member States to collect, for the first time, comparable data concerning Jewish people's experiences of discrimination and hate crime, including questions on anti-Jewish prejudice, respondents' sense of security and ability to live life openly as Jews. Building on the data collection tools and methods developed for the 2012 survey, FRA's second survey on discrimination and hate crime against Jews was published in 2018 – covering 12 Member States.

Starting in 2022 and continuing in 2023 and 2024, the Agency will carry out its third survey on antisemitism, which builds on previous surveys and provides data on trends over time with respect to the manifestation of antisemitism. The third survey covers thirteen Member States; reflecting the size of the Jewish population in different Member States. The final results, which will be available in 2024, will provide evidence – that is not collected by other sources – for use by the Commission and other key stakeholders, including the Jewish community.

### Objectives

- To identify changes over time with respect to the results of different rounds of FRA surveys on discrimination and hate crime against Jews;
- To further develop research methodologies for surveying hard-to-reach groups using online survey tools;
- To contribute to the assessment and further development of policies that aim to protect the fundamental rights of Jewish people living in the EU;
- To provide FRA's key stakeholders with research evidence that can be used to raise awareness of fundamental rights and to address gaps in the protection of rights.

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Finalisation of the report;</li> <li>- Engagement with stakeholders concerning the survey.</li> </ul> | <ul style="list-style-type: none"> <li>- Final survey results available</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	10,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>10,000</b>	-	-

## B.1.2 Antisemitism: Annual update of data collection and technical assistance

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

### Policy relevance

The EU and its Member States are firmly committed to fighting antisemitism and promoting Jewish life. In 2017, the European Parliament adopted a resolution on the matter and the Council unanimously adopted two related declarations in 2018 and 2020. The European Commission appointed a coordinator on combating antisemitism and promoting Jewish life in 2015; established a working group following up on the implementation of the Council declarations in 2018; and adopted a comprehensive strategy on combating antisemitism in 2021. Member States have all committed to endorsing the non-legally binding working definition of antisemitism developed by the International Holocaust Remembrance Alliance (IHRA working definition of antisemitism).

In that context, the European Commission requested FRA to support its activities in combating antisemitism and promoting Jewish life. This project responds to this request through a combination of data collection and technical assistance. FRA will provide:

1. Annual update on the situation of data collection (official and CSO data) on antisemitism in the EU, including summary overviews of the state of play as regards national strategies to combat antisemitism and how Member States (intend to) use the IHRA working definition of antisemitism.
2. Technical assistance in the framework of the European Commission’s working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life (‘working group on combating antisemitism’), including in relation to the implementation of the EU and national strategies on combating antisemitism. Specific targeted activities could be developed following needs-based assessments with relevant national authorities, such as country visits or national workshops.

The project will take into account gender, disability and age as relevant and depending on the availability of disaggregated data.

### Objectives

- The overall objective of the project is to provide the EU and its Member States with evidence-based advice and assistance to support them in implementing their strategies to combat antisemitism.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Data collection and analysis for the annual update on antisemitism.</li> <li>- Dissemination of results.</li> <li>- Provision of evidence-based advice to the agency’s institutional stakeholders in the area of combating antisemitism.</li> <li>- Participation in the European Commission working group on combating antisemitism.</li> <li>- Targeted technical assistance with regard to the implementation of the EU and national strategies on combating antisemitism.</li> </ul> | <ul style="list-style-type: none"> <li>- Report - Annual update on the situation of data collection on antisemitism in the EU.</li> <li>- National workshops on antisemitism data collection/national strategies – two a year, upon request.</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration		-	-
Communication and Events	4,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>11,000</b>	-	-

## B.1.3 Capacity building and technical assistance in the area of hate crime

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

### Policy relevance

FRA has been working on hate crime since the Council invited FRA to facilitate exchange of practices to encourage reporting and recording of hate crime in December 2013. The Commission mandated FRA to coordinate four working groups: on improving recording and reporting of hate crimes (2014-2016); on methodologies on recording and collecting data on hate crime (2017-2018); on hate crime recording, data collection and encouraging reporting (2019-2021); and on hate crime reporting, recording and data collection (2022-2024). Accompanying this work, FRA has developed three sets of key guiding principles that were adopted by the EU High Level Group on against hate speech and hate crime, which aim to assist Member States in building capacity of law enforcement for effective implementation of national and EU law related to combating hate crime and protection of victims of hate crime.

In 2024, FRA will disseminate the updated paper on 'Unmasking bias motives in crimes: selected cases of the European Court of Human Rights', produced in 2023. In 2024, FRA will also continue to deliver targeted technical assistance to key stakeholders, at the EU as well as national level, including national law enforcement authorities and civil society organisations. Other activities include participating and providing expert input into working group meetings, co-organising a country visit and facilitating awareness raising events. FRA activities are informed and draw on evidence collected by FRA's surveys, as well as targeted research covering all EU countries, namely on data collection and recording mechanisms (published in 2018) and on encouraging hate crime reporting (published in 2021). Results from the FRA project on online content moderation will be taken into account, as relevant, with respect to online manifestations of hate.

### Objectives

- To strengthen capacities of Member States and other stakeholders to prevent and counter hate crime.
- To provide a forum for exchange of practices and expertise among Member States, CSOs and others.
- To support the implementation at national level of the key guiding principles of the EU High Level Group on against hate speech and hate crime, which aim to assist Member States in building capacity of law enforcement for effective implementation of national and EU law related to combating hate crime and protection of victims of hate crime – targeting selected Member States.

Activities	Outputs
- Coordinate the Working group on hate crime reporting, recording and data collection	- Participation and expert input into meetings of the Working Group on hate crime reporting, recording and data collection
- Provide advice to EU and international level stakeholders to improve their responses to hate crime	- One country visit of the Working Group on hate crime reporting, recording and data collection
- Provide targeted technical assistance to Member States to encourage reporting, improve hate crime recording and data collection mechanisms, and cooperation with CSOs	- Two diagnostic workshops carried out in Member States, depending on Member States demand
- Dissemination the paper of ECtHR cases related to hate crime;	
- Re-printing existing reports as required	

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	15,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>15,000</b>	-	-

## B.1.4 Procedural safeguards in European Arrest Warrant Proceedings

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

### Policy relevance

In 2019 FRA published a report on 'Access to a Lawyer and other procedural rights in criminal and European Arrest Warrant (EAW) Proceedings', which was the outcome of a direct request from the European Commission to support its work in this area. The report was based on research studies in eight EU Member States – Austria, Bulgaria, Denmark, France, Greece, the Netherlands, Poland and Romania. The report outlined the application of the Directive 2013/48/EU on the right of access to a lawyer in the Member States covered by the research.

In 2020, Council Conclusions on 'The European arrest warrant and extradition procedures – current challenges and the way forward' (2020/C 419/09) invited FRA to continue working on procedural rights in EAW proceedings; namely, to extend its research to other Member States and to emphasise the experiences of lawyers acting in surrender proceedings.

In view of the forthcoming 20th anniversary of the adoption of the EAW Framework Decision on 13 June 2022, the Council invited FRA, among others, to propose possible solutions for current challenges in the application of the Framework Decision. The Commission was called on to update the EAW handbook, to provide guidance for practitioners on how to deal with cases of alleged risk of breach of Article 47 (2) of the Charter and to seek FRA's input in finding ways to improve practitioners' access to information.

Responding to the above policy needs and FRA's mandate under its amended Regulation (which is open to researching police and judicial cooperation in criminal matters), the Agency carried out fieldwork and desk research in a second phase of research for those remaining Member States that were not covered previously by FRA research. The fieldwork research consisted of interviews with defence lawyers and judicial authorities (phase 1, completed in 2022), and interviews with defendants in EAW proceedings (phase 2, completed in 2023), focusing on procedural safeguards for persons arrested under a EAW, in particular legal assistance in both issuing and executing Member States.

### Objectives

- Contribute to identifying and addressing current challenges in the application of the European Arrest Warrant (EAW);
- Provide valuable input for the update of the Commission EAW Handbook;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation in practice as concerns the rights of persons requested under a EAW in Member States;
- Contribute to the proper implementation and execution of the EAW Framework Decision

### Activities

### Outputs

- Dissemination of findings

- Presentation of results to the Council and other EU institutions as well as Member States

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>

## B.1.5 Violence against women II: filling the data gap

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

### Policy relevance

In 2014, FRA published the results of its EU-wide survey on Violence Against Women, based on 42,000 interviews. The survey presented the first EU-wide data on the extent and nature of different forms of violence experienced by women in the EU; the results of which have been widely used by EU institutions and Member States, alongside international organisations. In the absence of alternative comparable data for the EU, Eurostat has used key indicators from the survey to populate data on violence against women for the UN SDGs. Based on the success of FRA's survey, Eurostat established a task force in 2016 for the development of a survey on gender-based violence, which FRA was invited to join (along with EIGE), to look at the feasibility of conducting a Eurostat-coordinated survey to collect comparable data on gender-based violence. As of September 2021, 18 Member States have opted-in to undertake the survey; with some Member States also selecting to survey men in addition to women. In addition, one Member State will provide data from its national survey. The deadline for Member States to transmit survey results to Eurostat is 2023.

Given that a number of EU Member States have decided not to take part in the Eurostat survey, the Union will not have an EU-wide dataset on violence against women to update FRA's 2014 survey data. In the light of this and drawing on their respective expertise, FRA and EIGE have launched a joint project which – in close cooperation with Eurostat – will undertake survey data collection in those Member States that are not taking part in the Eurostat initiative. The survey carries out data collection in 2022-23, followed by reporting the results in 2024. The main aim of the above is to ensure – a decade after the first results from FRA's EU-wide survey on violence against women were published – that the EU has an EU-wide comparable dataset of baseline indicators on violence against women. This will entail close cooperation between the joint FRA-EIGE project team and Eurostat to co-join the different datasets and results. In turn, the project will look at the feasibility of conducting a trend analysis between the 2014 FRA survey data and the latest round of survey data collection with respect to the FRA-EIGE survey and Member State survey data collection as part of the Eurostat initiative. The above will serve to underpin the EU's and individual Member States' efforts with respect to ratification and implementation of the Istanbul Convention, alongside existing EU law on gender equality and non-discrimination, with the provision of robust evidence on the extent and nature of violence as experienced by women. Underlining the high priority that the current Commission places on combating violence against women – including the implementation of the EU gender equality strategy 2020-2025 – the Commission introduced in 2022 a legislative proposal to prevent and combat violence against women and domestic violence – which contains an obligation for Member States to conduct a population-based survey on violence against women at regular intervals. The results of the joint FRA-EIGE project will support the Commission's legislative and policy work in this regard with the provision of new data to fill the on-going 'data gap'.

### Objectives

- The project intends to fill a data gap in the on-going Eurostat data collection on violence against women, with the aim of ensuring that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round in 2024.
- The data will serve to support EU and Member State law and policy to combat violence against women in the framework of gender equality and fundamental rights.
- The project will also enhance close cooperation between FRA and EIGE, benefitting from both Agencies' respective expertise, and the survey will involve close coordination with Eurostat.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Analysis of survey data collected in 2023</li> <li>- Drafting joint FRA-EIGE outputs based on the results</li> <li>- Communicating the results to relevant stakeholders</li> </ul> | <ul style="list-style-type: none"> <li>- Joint FRA-EIGE report based on the survey results in EU-27 (combining FRA-EIGE data and surveys carried out by various EU Member States).</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	78,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>78,000</b>	-	-

## B.1.6 The impact of addressing terrorist content online on fundamental rights

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

### Policy relevance

Addressing terrorist content online is an important element in combating terrorism and radicalisation. Ordering removal or blocking of content, referring content to service providers for scrutiny, or applying measures to prevent uploading of certain content all have implications for fundamental rights and require strong safeguards. In 2021, the EU adopted [Regulation \(EU\) 2021/784 on addressing the dissemination of terrorist content online](#). In 2019, FRA delivered a [legal opinion](#) on the proposal at the request of the European Parliament.

According to Article 23 of the Regulation, the European Commission shall carry out an evaluation of the Regulation, including the impact of its application on fundamental rights, in particular the freedom of expression and information, the respect for private life and the protection of personal data, by June 2024. In accordance with Article 4(1)(c) of the Agency's Founding Regulation, in September 2022 the European Commission requested the Agency to contribute to the evaluation of the Regulation's impact on fundamental rights and freedoms.

The project will collect data, mapping the implications of the application of individual provisions of the Regulation at the Member State level on specific rights recognised by the Charter of Fundamental Rights of the European Union. The findings of FRA's research will be provided to the European Commission by the end of the first quarter 2024, in order to inform the Commission's evaluation in a timely manner. The Agency will publish a report, based on the research findings, by the end of 2024.

In line with established FRA methodologies, the research will consist of desk research complemented by fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders. Given the sensitivity of the subject matter, the interviews will be conducted by FRA staff.

### Objectives

- Contribute to the Commission's evaluation under Article 23 of Regulation (EU) 2021/784;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns addressing terrorist content online.

### Activities

- FRANET desk research combined with fieldwork in selected EU Member States.
- Liaison with relevant stakeholders – including the Commission and Europol

### Outputs

- Final report

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	8,000	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>8,000</b>	-	-

## B.1.7 Digitalisation of justice: fundamental rights guidance

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

### Policy relevance

On 9 June 2020, the Council adopted conclusions on “Shaping Europe’s digital future”, where it recognises that ‘the digitalisation of the justice systems of the Member States has the potential to facilitate and improve access to justice throughout the EU.’ The October 2020 Council conclusions on “Access to justice – seizing the opportunities of digitalisation” called on the Commission to take concrete action to digitalise justice. In December 2020, the Commission adopted a Communication on the digitalisation of justice in the EU, proposing a set of measures to bring forward digitalisation at both the national and EU level. Subsequently, the Commission adopted several proposals for EU secondary law instruments in this field, including a proposal from 2021 for the Regulation on the digitalisation of judicial cooperation and access to justice in cross-border civil, commercial and criminal matters - which seeks to guarantee a common approach towards the use of modern technologies in cross-border judicial cooperation and access to justice. The work in this area is closely linked with the Commission’s simultaneous work in the criminal justice field, such as the Commission’s proposals of 2018 for a legislative framework on cross-border access to e-evidence. The Commission has also been looking into the effectiveness of national justice systems through the European Semester and the EU Justice Scoreboard, in which digitalisation falls under the category of the quality of justice systems. According to the 2022 EU Justice Scoreboard, most EU Member States already use digital solutions in different contexts and to varying degrees in relation to their justice systems, while there is still significant room for improvement in the digitalisation of justice.

The use of digital technologies, including algorithm-based solutions, has the potential to make judicial systems more transparent and efficient, including by easing the administrative burden, shortening case processing times, making communication more secure and reliable, making information more publicly accessible and partially automating case handling. At the same time, effective fundamental rights safeguards need to be put in place to ensure that the use of digital technologies in the area of justice does not undermine the right to a fair trial and effective legal remedy, including the equal opportunity for both parties to make their case (equality of arms), the right to have knowledge of/comment on all evidence and observations filed (adversarial proceedings), the right to a public hearing, as well as - in criminal proceedings - the rights of the defence, including access to a lawyer and the case file. The project sets out to provide a balanced assessment of the potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations, including ‘red flags’ and minimum safeguards needed. In line with established FRA methodologies, the research will consist of desk research complemented by fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders. The project will take into account and build upon the existing relevant work of European and other international actors active in this field; for example Council of Europe’s European Commission for the efficiency of justice (CEPEJ)

### Objectives

- Analyse in detail the fundamental rights impact of digitalisation of justice systems, and assess the minimum fundamental rights safeguards required
- Provide guidance to EU institutions and Member States, in particular their justice authorities, about fundamental rights opportunities as well as risks and necessary safeguards when using digital tools in the justice system

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Mapping the practical uses of digital technologies in judicial proceedings</li> <li>- Following the mapping – identification of specific ‘use cases’</li> <li>- In-depth field research on selected ‘use cases’</li> <li>- Two meetings (minimum) with key stakeholders</li> <li>- Development of guidance on fundamental rights compliant ‘digital justice’</li> </ul> | <ul style="list-style-type: none"> <li>- Preliminary findings</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	300,000	-	15,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>300,000</b>	<b>-</b>	<b>15,000</b>

## B.1.8 Additional activities under the sector 'Justice and Security'

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

### Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the 'Justice and Security' area of work. These requests for input broadly encompass – police and judicial cooperation in criminal matters; procedural rights in criminal/civil law; victims of crime; hate crime and antisemitism; criminal detention; and security.

The amendment of the FRA Regulation in 2022 allows the Agency to undertake research and related activities – on its own initiative – in the area of police cooperation and judicial cooperation in criminal matters. Herein, FRA can expand its work in these areas, focusing on timely input concerning new and revised legislative and policy files, which otherwise could not be planned for. Under the amended Regulation, the Agency is also likely to see increased engagement with a range of actors in the field of security, policing and judicial cooperation relating to criminal law; including Europol and Eurojust, covering all the different topics including the cross-cutting issue of innovation and digitalisation.

Outside the 'life cycle' of specific Agency projects, activities under this fiche allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. This includes the Agency's work on victims of crime, which spans its large-scale quantitative survey research with different populations, alongside its in-depth qualitative fieldwork and legal analysis. The Agency's recognised expertise results in numerous and diverse requests for the Agency's input and presence across a range of meetings and expert events, which this fiche can accommodate. Synergies across different FRA projects under the heading of 'Justice and Security' – including work on hate crime, anti-racism and policing, antisemitism and victims of crime – can serve to inform the Agency's legislative and policy responses beyond narrow areas of law.

Continued requests for the Agency to update data in areas where it has established the added-value of its outputs – including the annual antisemitism update, the criminal detention database, and the anti-Muslim hatred database – means that the Agency has to be responsive to key stakeholder needs throughout the year, which can be encompassed under this area. This can also involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during.

### Objectives

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors.

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;</li> <li>- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;</li> <li>- Develop targeted analysis and briefs;</li> <li>- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.</li> </ul> | <ul style="list-style-type: none"> <li>- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;</li> <li>- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	54,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>54,000</b>	-	-



## B. JUSTICE, DIGITAL and MIGRATION

### B.2 Data and Digital

#### Overview of the activity

The context of FRA work in relation to this area is shaped by the general goals set by the Commission's 2019-2024 priority "A Europe fit for the digital age", existing EU law (e.g. General Data Protection Regulation (GDPR); the Law Enforcement Directive, the Digital Services Act), as well as legislative and policy developments at the level of the CoE and other international organisations. In the EU, ongoing legislative processes in this area, related to the draft Artificial intelligence Act, the e-Evidence package and the e-privacy regulation, also have wide-ranging fundamental rights implications, which FRA's research and expertise serves to address. In parallel, the work of the European Data Protection Supervisor and the European Data Protection Board are evolving to reflect new fundamental rights challenges with respect to digital developments, which the Agency's work complements from a broader fundamental rights perspective. In this regard, in 2024, at the request of the Commission, FRA will publish a report on challenges and promising practices identified by national data protection authorities (DPAs) when implementing the GDPR to feed into the second evaluation of the GDPR.

Security issues remain high on the EU agenda, in line with the EU Security Union Strategy 2020-2025, and are reflected in the work of the Europol-based EU Innovation Hub for Internal Security, which focuses on digital developments. To this end, FRA is supporting the work of the Innovation Hub through its research and expertise with respect to a fundamental rights 'critique' of specific projects. Supported by the work of the Innovation Hub, during 2024 FRA will continue its research on the use of Remote Biometric Identification for law enforcement purposes; the results of which will serve to inform the roll-out of the AI Act upon its implementation. Given the importance of the implementation of the AI Act, FRA will kick off work on high risk AI use cases, which will focus on implementing guidance on fundamental rights-related assessments.

Following a request from the European Parliament, FRA will continue to disseminate the FRA-CoE Handbook on European law relating to cybercrime and fundamental rights, which addresses an increasingly important crime area at EU and national level, with significant fundamental rights implications for victims. The Commission's continued focus on harmful online content and its moderation, including how to report and effectively combat it, will benefit from FRA's research on online content moderation with respect to harmful content against specific groups, which was published in 2023. To this end, FRA will continue to disseminate findings from this research and will look into further data collection on hate from online platforms, which will complement and enrich FRA's data collection from its surveys.

Finally, FRA will continue following up on the dissemination of the EDPS-FRA-CoE Handbook on European Data Protection Law (2018) and its findings from its research projects related to AI, bias and algorithms.

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of information society, including in the context of ongoing legislative developments. Specifically, the publication of FRA's research findings resulting from the analysis of potential bias in algorithms, and with respect to online content moderation, will support the Commission & other actors with empirical evidence relating to fundamental rights and AI. Similarly, the data collection and data analysis on remote biometric identifiers will provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards in a complex and sensitive area. In parallel, the Agency's data collection on GDPR and national data protection authorities will contribute to a better understanding of challenges related to the implementation of the European data protection legal framework. Finally, the Handbook on cybercrime and fundamental rights, together with the CoE, will contribute to this increasingly important field. To ensure the relevance of FRA's input and to continue to provide stakeholders with fresh data and analysis in a fast-moving field, FRA will kick off additional projects in relation to high-risk AI use cases (as referred to in the AI Act) and on data collection on online content moderation, which will serve to inform policy developments in these fields with respect to fundamental rights

## B.2.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

Harassment, hate speech and (incitement to) violence has become an everyday reality for several population groups on the internet – in particular for women, ethnic and religious minorities. The major companies running the main online platforms are striving to moderate online content. Research on the use of artificial intelligence (AI) for supporting online content moderation is inconclusive so far with respect to its impact. Given the pervasiveness of online hatred and the challenges in regulating it, including ensuring the right to freedom of expression online, it is crucial to provide empirical evidence and analysis of online hatred to contribute to fundamental rights compliant policy making in the area. Online hatred has major implications for the right to dignity and access to justice for Internet users. For example, data from FRA’s Violence against Women survey shows that cyber-harassment and cyber-stalking are major problems for many women in the EU. In the past, the European Commission has supported a self-regulatory approach to online content moderation through issuing and monitoring the EU Code of Conduct on countering illegal hate speech online. In 2024, the Digital Services Act will enter into force, upgrading the liability and safety rules for digital platforms. FRA’s project collected data to analyse harassment and threats of violence against specific ethnic/religious minorities and women online, and provides empirical evidence to support the Commission’s work.

The project carries out an analysis of incidents of online harassment and hate speech through data collection from selected social media channels. Based on a methodology to systematically search for pre-specified terms in selected countries, the data highlights the extent and nature of harassment and other forms of hatred on various online platforms and in different languages in the EU, focusing on the impact on specific groups. The project covers how hatred against women and specific ethnic/religious minorities manifests itself. The results of the project were published in 2023 and contribute to understanding the extent to which certain people are prevented from participating in online communication because they experience harassment, hate speech or (incitement to) violence online.

In 2024, the project’s results will be fed into the Commission’s work on the implementation of policies and acts on online content moderation, such as the DSA and the code of conduct on illegal hate speech, with a view to informing the on-going development of regulatory and non-regulatory responses to online content moderation.

This project will ensure collaboration with the United Nations, in particular the relevant special rapporteurs, the Council of Europe, and relevant EU Agencies.

### Objectives

- Collection of data on online harassment, hate speech and (incitement to) violence in selected EU member states to increase the understanding of existing online hatred;
- To better support – through the provision of empirical evidence – legislative and policy initiatives to address the fundamental rights implications of hate speech online;
- Contribute to the development of methodologies for online data collection on fundamental rights related topics

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Continuation of in-house background research on policies and laws regulating online content;</li> <li>- Dissemination of research report;</li> <li>- Stakeholder/expert consultation.</li> </ul> | <ul style="list-style-type: none"> <li>- Meetings and presentations at policy level.</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>

## B.2.2 GDPR – the experience of data protection authorities

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

The Agency has undertaken the following work in the field of data protection and privacy – in 2014 FRA and the CoE published a Handbook on European data protection law covering EU and Council of Europe legal frameworks, which was updated with a new edition in 2018. In 2019 FRA consulted with civil society organisations on how the GDPR affected their daily work, and published the findings in a focus paper. In 2020, FRA published findings from the Fundamental Rights Survey’s data on opinions and experiences of people in the European Union (EU) linked to data protection and technology. FRA also conducted research on specific fields where interferences with the rights to data protection and privacy may occur; namely - in relation to surveillance by intelligence services (with the publication of two reports in 2015 and 2017), in relation to unlawful profiling in the law enforcement and border management contexts (with the publication of a guide in 2018), and more recently in relation to artificial intelligence systems (with the publication of three focus papers and two reports in the period 2018 and 2022).

This project builds on FRA’s previous work and is undertaken at the request of the European Commission to support its evaluation of the GDPR. The Regulation foresees that the Commission reports on the evaluation and review of the GDPR, starting with a first report after two years of application and every four years thereafter. The Commission’s work is underpinned by consultations of different stakeholders, including data protection authorities, within the framework of the EDPB. FRA’s research findings will directly support the Commission’s evaluation of the Regulation, which is due by mid-2024. The Agency worked closely with the Commission in the development of the project.

The project focuses on the experiences of data protection authorities (DPAs) with respect to specific aspects of the GDPR’s implementation, which is not captured through consultation of data protection authorities by the Commission. Qualitative fieldwork research, based on a small number of interviews, will be conducted with DPAs in all Member States. The majority of interviews will be undertaken by FRANET, with FRA staff conducting interviews in a select number of Member States. The project was developed in 2022 with fieldwork undertaken in 2023, and findings submitted to the Commission towards the end of 2023. FRA plans to publish findings in 2024, which will also serve to support its own work in relation to the GDPR with respect to other areas of the Agency’s work – for example, on equality data collection.

### Objectives

- To support the European Commission’s evaluation report on the GDPR, with the provision of evidence that is not collected through the Commission’s established channels.
- To collect evidence that is of benefit to the Agency concerning its own research in relation to data protection.

### Activities

### Outputs

- 2024 – launch and dissemination activities of the report

- Publication of report

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration		-	-
Communication and Events	10,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>10,000</b>	-	-

## B.2.3 Remote Biometric Identification for law enforcement purposes

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

In November 2019, FRA published a [focus paper on the use of facial recognition technology \(FRT\) in the context of law enforcement](#) (FRT is a form of ‘remote biometric identifier’ (RBI)). The paper points to several fundamental rights risks in relation to the use of live FRT. With reference to the FRA focus paper on FRT, the European Commission outlined in [its White Paper on AI](#), in February 2020, the need for further regulation of remote biometric identification systems stating that the risks to fundamental rights depend on the purpose, context and scope of its use. Following the White Paper, the European Parliament, in a resolution from January 2021, invited the Commission to assess the consequences of a moratorium on the use of FRT systems, including by law enforcement authorities, in relation to fundamental rights-compliant use of the technology. At the same time, artificial intelligence (AI) and the use of AI related technological solutions, including biometric technologies, by law enforcement agencies became one of the priority topics of the [EU Innovation Hub for Internal Security](#), established in accordance with the EU Security Union Strategy.

In April 2021, the Commission published its legislative proposal to regulate the use of AI, including high-risk use cases of remote biometric identification systems. Other international actors, such as the [Council of Europe](#), have called for strict rules, in particular to avoid the significant risks to privacy and data protection, as well as non-discrimination and other rights, posed by the increasing use of biometric technology, including FRT. [Civil society organisations](#) have expressed concerns over the use of FRT, including potential abuse of the technology by governments and corporations for biometric mass surveillance. In the meantime, several national law enforcement agencies in the EU are looking closely into the possible uses of FRT.

The project sets out to provide a balanced assessment of the potential applications of this technology with respect to its fundamental rights impact – which, for example, can range from its use to detect crime through to the identification of potentially vulnerable victims. The project will start by mapping the use of remote biometric identifiers/FRT by law enforcement agencies in EU Member States, and the respective national legal frameworks governing the use of this technology. For selected ‘use cases’ from a number of EU Member States, the project will make an in-depth assessment of the purpose, context and scope of use of remote biometric identifiers/FRT through interviews with representatives of law enforcement authorities and other relevant stakeholders – such as private parties providing the technology, civil society, and possibly also rights holders who complained about being targeted by such technologies. Based on information from concrete ‘use cases’, the project will analyse fundamental rights risks and necessary safeguards for potential fundamental rights compliant use of remote biometric identification in general, and FRT in particular. The project will follow developments concerning the AI Act and will take into account the relevant provisions of the Act once adopted. The results will serve to inform those considering this technology about its fundamental rights compliance – in alignment with EU law – and will provide practical guidance for the law enforcement community and beyond; thus contributing to the objectives of the EU Innovation Hub for Internal Security, and FRA’s specific role therein. The project will be carried out in close cooperation with Europol, which is responsible for convening the EU Innovation Hub for Internal Security.

### Objectives

- Analyse in detail fundamental rights risks and necessary safeguards with respect to facial recognition technology use cases in the area of law enforcement.
- Provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards when regulating and/or planning to use remote biometric identification, including FRT.
- Contribute to the work of the EU Innovation Hub for Internal Security (in line with the call of the Council to the EU’s Standing Committee on Operational Cooperation on Internal Security (COSI) in [its note](#) from 7 May 2020, p. 2).

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Continuation of in-depth field research on selected ‘use cases’;</li> <li>- Two meetings (minimum) with key stakeholders</li> </ul> | <ul style="list-style-type: none"> <li>- Report planned for 2025</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	15,000	-	100,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>15,000</b>	-	100,000

## B.2.4 Handbook on European law relating to cybercrime and fundamental rights

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

The fight against cybercrime is one of the key pillars of the European Cybersecurity Strategy as well as a central component of the EU Security Union Strategy 2020-2025. The EU has adopted relevant rules linked to this form of crime, such as the e Privacy Directive (2002/58/EC), the Directive on attacks against information systems (2013/40/EU), on combating fraud and counterfeiting of non-cash means of payment (2019/719/EU), on sexual abuse and sexual exploitation of children and child pornography (2011/93/EU), and on terrorism (2017/541/EU). In October 2017, the European Parliament adopted a resolution on the fight against cybercrime, in which it requested the FRA "(75) to draw up a practical and detailed handbook providing guidelines regarding supervisory and scrutiny controls for Member States".

At the Council of Europe (CoE) level, the Budapest Convention on Cybercrime serves as the key international treaty in this area, with successful conclusion of negotiations on a Second Additional Protocol to the Budapest Convention in 2021, which will be opened for signature in 2022. The EU co-legislators continued their deliberations in 2020 and 2021 on the proposed Regulation on electronic evidence in criminal matters, which has received close scrutiny.

Technological advances, such as the use of encryption, can allow cybercriminals to hide unlawful activity and make it difficult to obtain evidence for criminal investigations. This requires special investigative techniques (used within the proper legal framework) by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights.

This Handbook responds to the earlier European Parliament request. Namely, it highlights the key fundamental rights challenges posed by cybercrime, including, the positive obligations of States to safeguard the fundamental rights of victims of cybercrime; with a particular focus on victims in vulnerable situations. It also addresses fundamental rights considerations related to substantive law, procedural powers and safeguards, and international cooperation. The Handbook also sets out to identify possible promising practices to ensure fundamental rights compliance. It is prepared by the FRA, the Council of Europe and the European Court of Human Rights.

With this Handbook, FRA and the CoE provides a large audience with an accessible tool in a complex area. Besides the project partners (Council of Europe/Cybercrime Division and the ECtHR), key stakeholders include: the CoE Lanzarote Committee; Member States; EU Institutions and Agencies, in particular EUROJUST's European Judicial Cybercrime Network; EUROPOL's European Cybercrime Centre; EMCCDDA; the national Supervisory Authorities in the area of data protection and the European Data Protection Board; civil society; and the private sector (service providers in particular).

### Objectives

- Contribute to raising awareness and assessing possible solutions to current challenges faced by national authorities in complying with fundamental rights safeguards, such as those in EU data protection law, in cybercrime and e-evidence investigations and cross-border cooperation.
- Provide accessible information that judges, prosecutors and law enforcement agents in EU Member States need to assess compliance with fundamental rights of special investigative techniques used in cybercrime and cross-border cooperation.
- Enhance cooperation with the various stakeholders specialised and/or interested in the area of cybercrime.

### Activities

### Outputs

- |   |  |   |   |
|---|--|---|---|
| - | Dissemination and translation of the handbook. | - | Presentations of the handbook, stakeholder cooperation. |
|   |  | - | Translated versions of the handbook.                    |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	120,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	-	-	120,000

## B.2.5 Assessing high-risk artificial intelligence (AI)

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Data and Digital

### Policy relevance

In March 2021, the European Commission proposed a regulation governing the use of artificial intelligence (the AI Act), which is currently being negotiated by the co-legislators. The AI Act specifies, among other provisions, that high-risk AI has to undergo a conformity assessment, which includes drawing up technical documentation in relation to risks for fundamental rights, such as discrimination. While the details of the AI Act are still being negotiated, it is already clear that there will be a need for implementing guidance of the requirements for high-risk AI. In parallel, the Council of Europe is working on an international (framework) convention on AI, which also includes requirements for human rights impact assessments, among others.

FRA's research on AI has shown that developers and users of AI are in need of clear guidance on how to carry out assessments of AI in relation to fundamental rights compliance. As fundamental rights concerns vary according to the purpose and area of use of AI, guidance needs to consider the specificities of different use cases. For example, the use of algorithms in the area of employment for recruitment purposes is different to the use of algorithms for accessing public services, or assessing students in the area of education. The data needed for assessing those systems depends on the pre-identified groups at risk and availability of data, for example on protected characteristics – such as ethnic origin, gender, or disability. The project will also address the data needs for such documentation and assessments of fundamental rights compliance, which vary considerably across high-risk use cases. Among developers and deployers of AI there is – as FRA's research has shown – a lack of knowledge on what data on protected characteristics are needed for a fundamental rights impact assessment, and how such data can be collected in a data protection compliant way.

This project will provide empirical analysis and guidance on how to implement existing EU-law in relation to assessing high-risk AI based on selected use cases.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe, OECD, United Nations, UNESCO, civil society, private sector.

### Objectives

- Providing guidance on how fundamental rights risks can be assessed before using (selected) high-risk artificial intelligence (AI) systems, as defined in the EU AI Act.
- Analysing data needs in relation to undertaking an assessment of fundamental rights risks of selected high-risk AI use cases.
- Increasing the understanding of a range of fundamental rights risks attached to high-risk AI and proposing measures to mitigate these risks.

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Background research and mapping of selected high-risk AI use cases, as defined in the AI Act.</li> <li>- Continuation of field research, including interviews with developers and users of high-risk AI use cases.</li> </ul> | <ul style="list-style-type: none"> <li>• Report planned for 2025</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	15,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>15,000</b>	-	-

## B.2.6 Monitoring hate online – reporting trends

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

Online platforms have become an essential place for human interaction. This also means that hatred, discrimination, and harassment – encompassing forms of cybercrime – is part of the interaction on those platforms. While legislators, policy makers and online platforms are striving to moderate (illegal) content online, the challenge remains to understand the extent and nature of online hate – so that responses are evidence-based. Illegal online content is tackled through EU law, such as the Digital Services Act, adopted in 2022, and the regular activities and data collection under the EU Code of Conduct on countering illegal hate speech online, whereas discrimination, harassment and hate crime are generally covered under the EU equality directives, such as the Racial Equality Directive (Directive 2000/43/EC) or the Gender Goods and Services Directive (Directive 2004/113/EC).

One of the core tasks of FRA is to collect data on people’s experiences and opinions in relation to their enjoyment of fundamental rights, including discrimination, violence, and victimisation. To this end, FRA carries out large-scale surveys with the general population and vulnerable groups, such as Jews, Roma, migrants, and LGBTI people, as well as with women. In 2021-2023, FRA undertook research on online content moderation with respect to hatred against selected groups, including collecting data from online platforms. This project served to inform FRA about the opportunities and limitations of collecting data on online hatred from online platforms, including social media.

The proposed project will complement the Agency’s existing survey research that captures people’s experiences of online hate, by collecting data from online platforms that can reveal trends with respect to online hatred against certain groups. Based on a feasibility assessment, the project will explore the most effective way in which data on discrimination, harassment and violence can be extracted from online platforms.

The project will draw on FRA’s previous research, alongside other completed and ongoing projects and frameworks that variously engage in monitoring social media for hatred against certain groups. FRA will make use of existing tools for targeted data collection that complements available FRA data. Through online platforms, hatred and sentiments can be captured in a way that is not possible through other data sources. It allows FRA to provide additional data and empirical evidence on discrimination, harassment and violence and further fill the gap in data availability on fundamental rights.

FRA’s engagement will allow the Agency to use social media as a new source of data for monitoring fundamental rights – specifically, trends in online hate.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe.

### Objectives

- Developing a methodology and tool for monitoring hatred online through regular data collection from social media to provide trends on manifestations of discrimination, harassment and violence against selected groups.
- Collecting data to complement FRA’s survey data on discrimination, harassment and hatred against certain groups.

### Activities

- Assessing opportunities and practical solutions for continuous monitoring of online platforms.
- Carrying out data collection on selected groups.

### Outputs

Regular interval online reports (and potentially a dashboard) on discrimination, harassment, and violence against selected groups, such as Jews, Roma, migrants, LGBTI, and women.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	30,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>30,000</b>	-	-

## B.2.7 Additional activities under the sector ‘Data and Digital’

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

### Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the ‘Data and Digital’ area of work. These requests for input broadly encompass - information society, artificial intelligence (AI) and digitalisation; data interoperability; data protection and privacy.

Since its establishment, the Agency has variously worked in the areas of data protection and privacy, and has engaged with specific fields such as data interoperability – which has focused on large-scale IT systems primarily in the field of migration and asylum. The Agency’s work in these fields has encompassed in-depth research on subjects such as mass surveillance and its oversight, on the use of biometrics in large-scale IT systems, and on fundamental rights compliant AI. In parallel, it has developed tools to assist both duty bearers and rights holders with respect to rights compliance and redress, including – for example – a joint Handbook with the Council of Europe on data protection (in its second edition).

Since 2017, the Agency’s attention has turned to the increasingly important field of AI, which is being deployed across different areas with significant implications for fundamental rights. The Agency’s series of papers on fundamental rights and AI, its appointment to the Commission’s High Level Expert Group on AI, and to Council of Europe committees that are working towards the development of AI law - illustrate FRA’s role as an important actor in this field. FRA is in close dialogue with the various EU institutions that are responsible for developing new areas of law and related policy, focused on the AI Act and the Digital Services Act – to name two examples. In parallel, other EU Agencies increasingly engage FRA in the area of AI and digitalisation, such as Europol through its ‘Innovation Hub’, alongside international organisations ranging from the UN to the OECD. Recognising the increasing demands on FRA to provide its expertise in this area, activities and outputs under this fiche serve to ‘future proof’ the Agency’s work by allowing it to develop and communicate research ideas and findings, and to provide fundamental rights expertise to EU institutions and other actors.

**Objectives**

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors

**Activities**

**Outputs**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;</li> <li>- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;</li> <li>- Develop targeted analysis and briefs;</li> <li>- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.</li> </ul> | <ul style="list-style-type: none"> <li>- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;</li> <li>- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.</li> </ul> |
|--|---|

	Financial Resources			Human Resources		
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	TA	CA	SNE
<b>Equality, Roma and Social Rights</b>	-	-	-	-	-	-
<b>Justice, Digital and Migration</b>	33,000	-	-	-	-	-
<b>Communication and Events</b>	2,000	-	-	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-	-	-	-
<b>Total</b>	<b>35,000</b>	-	-			



## B. JUSTICE, DIGITAL and MIGRATION

### B.3 Migration and Asylum

#### Overview of the activity

Over the last decade, FRA published a large amount of material addressing fundamental rights challenges in relation to asylum, borders and immigration. These include comparative studies, handbooks, training materials as well as other tools, several of which are available in a number of EU languages. In 2024, FRA will continue to use and promote these materials.

An increasing number of EU law instruments make explicit reference to FRA. They require FRA to cooperate and provide its fundamental rights expertise to other EU agencies, to assist the European Commission in various ways to mainstream fundamental rights in different types of planning and evaluation processes and to be part of bodies which review fundamental rights compliance. The first two projects under this heading will enable FRA to respond to these commitments flowing from EU law and from the Memoranda of Cooperation it has concluded with selected EU agencies, taking into account FRA's limited resources.

In 2024, FRA will continue to focus on two priority dimensions under the broader area of migration and asylum. The first thematic area will cover the fundamental rights challenges the EU is facing at its external borders, where FRA will build on the work initiated in 2023. FRA will engage with selected Member States and EU institutions to support fundamental and human rights compliance at borders and accompanying the roll-out of new information technology (IT) systems, as these become operational. Two dedicated projects, both of them multi-annual, are dedicated to this area. Both projects are a continuation of work which started in 2023.

The second dimension relates to immigration and, more specifically, to permanent and long-term residents in the EU. In 2023, FRA's project on the fundamental rights situation of long-term residents will be completed, enabling the Agency to inform discussions on how to improve the treatment of long-term migrants in the EU, and ultimately, how to further facilitate their integration into European societies. The integration of refugees from Ukraine who for different reasons will remain in the EU will be a specific focus of this strand of work. FRA will also continue to remain engaged with the issue of exploitation of migrant workers, publishing a manual for labour inspectors.

#### Expected results

Through its action, in 2024 FRA expects that EU institutions, EU agencies as well as Member States will be better informed on how to deal with fundamental rights challenges at the EU's external borders, including in times of crisis. FRA's engagement with the roll-out of new IT systems, which will be introduced to facilitate border management, is expected to identify fundamental rights issues at an early stage enabling immigration and border management actors to take corrective actions.

FRA will continue to disseminate its findings relating to the fundamental rights situation of long-term residents in the EU supporting a fundamental rights friendly implementation of EU rules, which by 2024 FRA expects to be revised. Assuming that some Ukrainian refugees will not be returning to Ukraine, FRA will provide expert advice to EU institutions and Member States on how to promote successful integration.

Finally, the last project on additional activities will enable FRA to have some capacity within its limited resources to respond to newly emerging policy priorities.

## B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

### Policy relevance

Several EU law instruments in the field of asylum, borders and immigration assign specific tasks to FRA. This project will enable FRA to exercise this role by providing its fundamental rights expertise. These specific tasks fall under five broad areas. A sixth area where FRA's input is explicitly requested is covered in a separate project titled 'Collecting data for EU preparedness and crisis management'.

- cooperation with EU agencies as required by their respective founding regulations (FRONTEX, EUAA, eu-LISA, EUROPOL) or by bilateral Memoranda of Understanding (CEPOL, EUROJUST, EUROPOL)
- Schengen Evaluations, as required by Council Regulation (EU) 2022/922
- National programmes under the Asylum, Migration and Integration and the Integrated Border Management Fund, as per Regulations (EU) 2021/1147 and (EU) 2021/1148
- European large-scale IT systems, including in the context of the ETIAS and VIS Fundamental Rights Guidance Boards
- Independent monitoring mechanisms at borders as proposed by the Screening Regulation and provision of fundamental rights expertise in the context of migration management support teams.

Overall, this project will support EU institutions and agencies, as well as Member States to implement EU law taking due consideration with respect to fundamental rights.

The Agency will provide input at a level that is commensurate with its available resources.

### Objectives

- Enable FRA to fulfil its legal commitments flowing from EU law directly or from bilateral and multilateral cooperation arrangements;
- Provide fundamental rights expertise to EU institutions, EU agencies and EU Member States in the field of asylum, borders, and immigration.

Activities	Outputs
<ul style="list-style-type: none"> <li>- Provide written and oral expertise to enable EU agencies to build, strengthen and adjust their internal mechanisms to uphold and mainstream fundamental rights;</li> <li>- Participate in Frontex MB meetings, and contribute with expertise to Frontex &amp; EUAA Consultative Fora;</li> <li>- Provide fundamental rights expertise as a member of the ETIAS and VIS Fundamental Rights Guidance Boards;</li> <li>- Collect and submit information, provide input to training and accompany on-site Schengen evaluation missions;</li> <li>- Comment on national funding programmes, as requested;</li> <li>- Participate and share expertise within migration management support teams, if requested;</li> <li>- Collect data through desk research and field missions to enable FRA to provide evidence-based input;</li> <li>- Translate/re-print FRA publications required to substantiate FRA's contributions;</li> <li>- Review draft documents shared by stakeholders to FRA for comments;</li> <li>- Organise expert meetings and other events (in person or online), where appropriate;</li> <li>- Provide selective fundamental rights training- as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence-based advice provided to EUAA, Frontex and Europol to consolidate internal fundamental rights mechanisms;</li> <li>- Frontex and EUAA Consultative Forum meetings attended and expertise shared;</li> <li>- Contribution to the Commission Task Force on Greece;</li> <li>- Contribution to Frontex evaluation provided, if asked;</li> <li>- Expertise provided to ETIAS and VIS Fundamental Rights Guidance Boards and all meetings attended;</li> <li>- Written contribution to at least six funding programmes provided, as requested and in line with FRA's resources;</li> <li>- Six Schengen evaluation on-site mission accompanied and risk analysis provided upon request;</li> <li>- Meetings requiring FRA participation attended (e.g. Frontex MB meetings on fundamental rights; Commission meetings on Greece);</li> <li>- Fundamental rights expertise provided to Member States, for the establishment and running of independent monitoring mechanisms;</li> <li>- Materials translated and/or reprinted;</li> <li>- Training support provided, as appropriate</li> <li>- At least two expert meetings held (in person/online).</li> </ul>

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	90,000	-	50,000
Communication and Events	10,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>100,000</b>	-	50,000

## B.3.2 Collecting data for EU preparedness and crisis management

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

### Policy relevance

In September 2020, the European Commission established a new mechanism for better monitoring and anticipating migration movements and to enhance information sharing to facilitate a coordinated response in times of crisis. For this purpose, the Commission Recommendation on the Migration Preparedness and Crisis Blueprint establishes a network involving EU institutions, Member States as well as relevant JHA agencies, including FRA. All of them have appointed a point of contact for the operationalisation of the network and to contribute with timely and adequate information to the new mechanism. Based on the information received, the European Commission drafts regular situational and early warning reports. The network has held regular meetings since autumn 2020. In 2022, FRA was requested to contribute to weekly meetings on Ukraine, in addition to separate data collection exercises on the migration situation at the Belarus border and on movements from Afghanistan. In view of the volatile situation, FRA expects that in 2024 the EU preparedness and crisis management mechanism will continue to require the Agency’s input to the same degree.

In managing asylum and migration, the EU is facing significant fundamental rights challenges. These must be adequately reflected in situational awareness and early warning reports, so as to facilitate a response which complies with the EU Charter. Through this project, FRA will provide the early warning and crisis mechanism with fundamental rights related data and information. In this way, FRA expects that the regular Commission reports adequately reflect fundamental rights. In future, the importance of these Commission reports will likely increase, as under the proposal on instrumentalization of migration, the Commission will use the reporting under the Migration Blueprint Network as a tool for monitoring the situation and will make recommendations regarding the prolongation or discontinuation of exceptional measures.

FRA collects the data through FRANET and through field missions, where appropriate. This data collection supports the Commission when assessing the migratory situation. The data collected by FRA will be presented at the ‘Blueprint’ meetings and will also serve to provide material for the Agency’s Fundamental Rights Report and other publications.

### Objectives

- Provide the EU preparedness and crisis management mechanism with robust and up to date evidence on fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention and return.
- Provide the Agency with evidence to underpin its reporting in the Fundamental Rights Report, alongside other publications.

### Activities

- Collect and analyse data;
- Share the findings with the network;
- Draft material for publication based on collected evidence.

### Outputs

- Regular data and information sharing with the network
- Input to the Agency’s Fundamental Rights Report
- Two focus papers based on selected information; focusing on policy relevance /timeliness with respect to emergent issues.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	250,000	-	100,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>250,000</b>	-	100,000

## B.3.3 Upholding fundamental rights at borders

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

### Policy relevance

Respect for fundamental rights is a core component of EU border management legislation. In practice, however, various sources – including the United Nations and the Council of Europe – report fundamental rights violations at EU borders; including of absolute rights, such as the prohibition of torture, inhuman or degrading treatment or punishment, and the principle of non-refoulement. Managing external borders while protecting and respecting fundamental rights is becoming increasingly challenging for Member States. The persistent reports about rights violations at borders, if not addressed through appropriate preventive measures and prompt and effective investigations, may pose more general threats to the rule of law. This multi-annual project aims at supporting particularly affected Member States with fundamental rights expertise on an ongoing basis to tackle the new challenges they face. In 2023, initiated a first phase of the project with a few selected Member States at the EU's external land and/or sea border which will continue in 2024.

This project combines research activities with regular and ongoing provision of evidence-based advice. Given the sensitive nature of the topic, the research activities will primarily be carried out directly by FRA staff, with small-scale desk research (e.g. on relevant national case law, national procedures, or other similar topics) to be outsourced. Research activities in 2023 focused on how the different national stakeholders engage with the fundamental rights challenges at the external borders and on the institutional mechanisms at Member State level to find ways to address these challenges in a rights-compliant manner, also in times of crisis. FRA also reviewed the different mechanisms and procedures in place at national and EU level to protect fundamental rights. In a second phase in 2024, FRA will extend the project to other selected interested Member States. In addition, FRA will collect experiences of migrants and refugees relating to crossing of the border and their immediate treatment in the Member State concerned.

For this project, FRA will build on already existing documentation describing the fundamental rights situation at the border by reputable national and international bodies, such as national human rights institutions, the Council of Europe and the United Nations. Thematically, the project will look at fundamental rights in the context of border management, readmissions, and first reception of new arrivals.

The project entails regular FRA missions to the selected Member States to document the challenges that authorities and practitioners face and, where relevant, to share already available FRA tools and expertise, for example in relation to independent monitoring at the border or access to justice. In the implementation of this project, FRA will closely cooperate with the European Commission as well as relevant EU Agencies, including where deployed in the context of migration management support teams as per Article 40 of Regulation (EU) 2019/1896. Concerning border management, the project will focus on Member States' activities and operations and thus remain complementary to the work of Frontex fundamental rights monitors whose mandate is limited to activities where Frontex is involved.

FRA has been working on external borders for more than a decade, providing its expertise to EU institutions, EU agencies as well as Member States. This project builds on FRA's knowhow in this policy area.

### Objectives

- Understand and analyse the challenges and promising practices in upholding fundamental rights at borders.
- Review the effectiveness of national and EU mechanisms to protect fundamental rights at borders.
- Share FRA's expertise with Member States and the EU.

### Activities

- Stakeholder consultations – Commission, relevant EU Agencies, civil society
- Undertaking missions
- Collecting and analysing information and data
- Participating in selected events and fora
- Drafting reports

### Outputs

- Two thematic reports
- Evidence based advice provided to EU institutions, agencies and Member States

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	250,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>250,000</b>	-	-

## B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Migration and Asylum; Data and Digital

### Policy relevance

This project builds on FRA’s past findings on the use of biometric data and on EU large-scale IT systems. It is also closely linked to FRA’s work on AI. A first phase of the research started in 2023 which will continue in 2024. A second phase will be implemented in 2025, to assess progress in addressing fundamental rights challenges which emerged during the first phase.

In 2023 and 2024, two new EU large-scale information systems will become operational.

- The Entry/Exit system (EES, [Regulation \(EU\) 2017/2226](#)) will register the entry and exit of all third-country nationals who cross the Schengen borders for a short stay (90 days within a period of 180 days). The EES will use facial recognition technology for verification purposes for all third-country nationals, including children. It will also record people whose access to the Schengen area has been refused at the external border. It will furthermore support immigration authorities to see if third-country nationals have overstayed, once in the Schengen area.
- Visa-free third-country nationals will have to request authorisation to enter the Schengen area through the European Travel Information and Authorisation System (ETIAS, [Regulation \(EU\) 2018/1240](#)). ETIAS will support responsible authorities to predict whether an applicant may pose a risk to public health, security, and irregular migration by using ‘screening rules’, i.e. an algorithmic functionality.

Past FRA findings have pointed out opportunities for and risks to fundamental rights that the EU large-scale information systems and their interoperability pose. They can affect a wide range of fundamental rights, such as the right to protection of personal data, the right to information, the right to access, rectify wrong data and delete unlawfully stored data, the prohibition of non-discrimination, the right to asylum, the right to an effective remedy and the rights of the child.

The research will examine the potential fundamental rights implications of the systems and the way safeguards embedded in EU law are implemented in practice when they are operational. For the EES, research will focus on selected areas – to be identified during stakeholder consultations; for example, on the treatment of children or persons with disabilities and on the impact of incorrect data stored in IT systems on travellers. For ETIAS, the focus will be the algorithms used. Specific research topics will be prioritised, taking also into account the needs of practitioners working with these two systems.

In 2024, FRA will complete the field work of the first phase at selected border crossing points and publish two thematic reports. In addition, it will carry out small-scale research on the activities of the ETIAS Central and National Units.

### Objectives

- To support Member States and relevant EU agencies in implementing the fundamental rights safeguards embedded in the EES and ETIAS Regulations
- To identify the main fundamental rights challenges and opportunities arising from the implementation of EES and ETIAS
- To provide EU institutions, agencies and Member States with data and information on the implementation of the fundamental rights safeguards in EES and ETIAS.
- To raise civil society awareness about fundamental rights implications of EU large scale IT systems – based on work launched in 2022.

### Activities

- Desk research
- Stakeholder consultations
- Contracting small scale research
- Analysing findings and drafting of outputs

### Outputs

- Two thematic reports on these IT systems
- Inputs to training and other tools (EU level and national), upon request

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	50,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	50,000	-	-

## B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum;

### Policy relevance

As a result of Russia’s invasion of Ukraine, millions of people – the overwhelming majority of them women and children – have been forced to flee the country, with most seeking safety in the EU. Women who have arrived in the EU have not only fled the violent conflict in their country, but may also have been exposed to gender-based violence and other human rights abuses while in Ukraine, during their difficult journeys, and upon arrival at their new place of residence. Namely, women are at heightened risk of sexual assault and rape, sexual harassment, trafficking for sexual exploitation, as well as exploitation in relation to employment in host countries – to name some examples. In 2014, FRA published the results of its EU-wide survey on Violence Against Women; the largest, most comprehensive survey of its kind in the EU that has served as the evidential basis to inform policy and legislative developments on violence against women. As a follow-up, the survey was replicated by the OSCE in 2018 in eight countries and territories outside the EU, including Ukraine. FRA was part of the OSCE’s steering committee to oversee the adaptation of FRA’s survey to countries in conflict and post-conflict situations. To this end, working with FRA, the OSCE supplemented the FRA questionnaire with specific questions related to conflict situations. The OSCE survey found that conflicts contributed to more severe violence against women compared with non-conflict situations, particularly among women who had been displaced by the conflict. Long-term psychological problems were also more common among women who had experienced violence related to conflict. EU Member States are now implementing a survey on gender-based violence against women, coordinated by Eurostat. FRA and EIGE are complementing this by collecting comparable data in eight EU Member States that are not taking part in the Eurostat-based survey and have no other source of up-to-date survey data. However, these surveys do not contain questions specifically about conflict-related violence and related human rights abuses, nor are the survey samples designed to capture women displaced by conflict, and therefore will not capture the experiences of women who have fled Ukraine.

To address this gap and contribute to EU and international efforts to collect evidence on, and effectively respond to, violence and related human rights abuses experienced by women displaced from Ukraine – including the work of the ICC, Eurojust and other actors – FRA is carrying out a survey in four EU Member States that host the largest number of women who have fled the war in Ukraine. The survey collects data on these women’s experiences of violence and related human rights abuses leading up to, during and after the conflict – for example with respect to experiences of sexual harassment and exploitation in host countries – and also collects data on reporting and non-reporting of incidents, alongside support received. The survey is based on a minimum number of interviews per country in order to achieve reliable results. The comparability of selected results – e.g. concerning experiences of sexual harassment or assault, adjusted for the inclusion of different perpetrators – will be ensured, where relevant and possible, with respect to Eurostat’s gender-based violence against women survey and the FRA-EIGE survey. The survey has been launched in 2022, with data collection in early 2023. Results – after quality controls – are expected to be published in 2024. The survey’s results will serve to inform relevant EU and international efforts to address the impact of the war in Ukraine on civilian populations with respect to the experiences of women who are now living in the EU – including provision for victims under the Victims’ Rights Directive and the Anti-Trafficking Directive. In line with other FRA surveys – the project ensures that all interviewers are professionally trained on the subject matter, and that interviewees are referred to victim support services where needed.

### Objectives

- Support EU and Member State policy and responses on the ground with robust and up to date evidence on the extent, nature and impact of conflict-related violence and related human rights abuses against women who have fled the war in Ukraine, including their needs in terms of medium and long-term assistance.
- Inform with evidence the development of specific measures to support women victims of conflict-related violence and related human rights abuses – including measures based on the use of EU funds to support the Member States that host women who have fled the war in Ukraine.
- Provide robust evidence on the extent and nature of violence and related human rights abuses experienced by women fleeing Ukraine for relevant EU actors, such as Eurojust, as well as international institutions – including, for example, the ICC, UN Women/CEDAW, CoE/GREVIO.

### Activities

- Analysing data and drafting
- Sharing survey results

### Outputs

- Report

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	20,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>20,000</b>	-	-

## B.3.6 Additional activities under the sector 'Migration and Asylum'

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

### Policy relevance

This project accommodates additional activities related to data collection, analysis, and provision of fundamental rights expertise which are not covered by specific Agency projects.

Since its establishment, the Agency has variously worked in the areas of asylum and migration, which is underpinned by in-depth research on key fundamental rights issues, in areas such as asylum, border management, EU IT systems, migrant smuggling and trafficking in human beings, severe exploitation of migrant workers, return and readmission, children in migration, and the rights of migrants and refugees. In 2022, FRA added a specific focus on refugees from Ukraine.

Activities under this project allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. The Agency's recognised expertise results in numerous and diverse requests for input. This includes, for example, activities to roll out the training manual for guardians, to implement the 2018 EU Agencies Joint Statement of commitment on working together to address trafficking in human beings, and to update data on temporary protection for Ukrainian refugees. This project also accommodates requests to attend and provide tailor-made input to Council Working Parties, the European Parliament LIBE Committee hearings, expert meetings by the European Commission or EU agencies – such as ELA or ECDC with whom FRA does not have yet a formal cooperation arrangement. This project will also allow the agency to respond to carefully selected events and initiatives by other actors, for example in the framework of the United Nations, the Council of Europe or National Human Rights Institutions. This can also involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during the year.

The project also covers the need to update data (for example on search and rescue at sea and on forced return monitoring) or produce tools and other materials in areas where it has established its added value. The Agency must be responsive to demands from stakeholders throughout the year, which can be encompassed under this area. This project will also enable the Agency to reprint or translate past reports and other FRA products, when needed.

Finally, this project provides for the flexibility carry out necessary research to issue additional editions of the FRA bulletin on refugees from Ukraine, if resources become available.

### Objectives

To respond to current policy needs in a given year:

- To provide evidence-based advice to EU institutions, as well as Member States – on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs;
- Make FRA findings available to policy makers in a proactive manner;
- Cooperate with EU and other actors;
- Communicate findings and FRA expertise to EU institutions and other relevant actors.

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;</li> <li>- Develop targeted analysis and briefs, tools, training materials and practical guidance, for example training for labour inspectors</li> <li>- Attend and make tailor-made input to meetings and events by EU institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.</li> <li>- Collect data through desk research and field work;</li> <li>- Analyse data and draft/update reports and other publications and/or update parts thereof;</li> <li>- Translate/re-print existing publications;</li> <li>- Draft legal opinions if requested by EU institutions;</li> <li>- Review draft documents shared by stakeholders to FRA for comments;</li> <li>- Participate in the THB Contact Points JHA Agencies;</li> </ul> | <ul style="list-style-type: none"> <li>- Tailor-made input to at least ten documents or processes, as requested by EU institutions, bodies or agencies, and other relevant actors;</li> <li>- Updates on forced return monitoring and search and rescue produced, as necessary;</li> <li>- Up to two short Agency outputs (one on training of labour inspectors) resulting from any additional research and/or analysis;</li> <li>- Re-issuing or updating of various FRA materials, including translations – as required.</li> <li>- (If requested by EU institutions) up to two legal opinions.</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	35,000	-	120,000
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	35,000	-	120,000



## C. INSTITUTIONAL COOPERATION and NETWORKS

### C.1 Human Rights Structures and Mechanisms

#### Overview of the activity

The projects under this activity consist of research and capacity-building support related to the EU Charter of Fundamental Rights and international human rights standards, foremost the UN Convention on the Rights of Persons with Disabilities (CRPD), which remains the only international human rights instrument ratified by the EU itself.

Activities include the maintenance and updating of online tools such as Charterpedia, the Agency's case law database on the Charter, and the European Union Fundamental Rights Information System (EFRIS), a one-stop shop to international human rights monitoring data. The further developed EFRIS tool will include new data sources and a search functionality, while Charterpedia will be updated with new data on the use of the Charter at national level. In 2024, the user base of existing online training tools on the Charter will be further expanded. Moreover, the pool of available Charter training tools will be expanded. Depending on needs the Agency will continue assisting the efforts of its partners in supporting national actors and legal professional networks in promoting and applying the Charter nationally.

Based on research findings published in 2023, FRA will provide assistance and guidance to NHRIs, equality bodies and other national human rights bodies involved in monitoring the fundamental rights compliance of EU funds in line with the conditionalities set forth in EU law and in cooperation with the European Commission and ENNHRI.

The Agency will continue to collect information to compare the situation of public bodies with a human rights or equality remit in the EU, including by contributing to indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of equality bodies. Capacity building will be provided to NHRIs and equality bodies based on needs and demand, by contributing to seminars and activities of their networks ENNHRI and Equinet.

As in previous years, the Agency will provide an annual update on civic space in the EU, feeding this information into the European Commission's Rule of Law report. It will also support fostering a rule of law culture nationally, by cooperating with the Commission, civil society and national authorities in holding national rule of law dialogues in interested Member States.

Moreover, the Agency will continue to carry out its statutory role in the EU monitoring framework required by Article 33 (2) of the CRPD. The Agency will publish an update of its paper on disability related voting rights restrictions ahead of the 2024 European Parliament elections. It will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

Finally, the Agency will continue its cooperation with the EEA and Norway Grants through programme and project level cooperation.

#### Expected results

The Agency's activities in this area support and strengthen human rights structures and mechanisms, particularly at national level, to reinforce rights compliance in the EU. By providing assistance and expertise on the application of the Charter to national actors, the Agency helps widening the toolbox of those defending human rights at the national level. The Agency's research, assistance and cooperation with national human rights institutions, equality bodies and civil society strengthens the resilience of the national human rights infrastructure.



## C.1.1 EU Fundamental Rights Information System – EFRIS

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

The European Union Member States are bound by a number of international human rights treaties and assessed by a range of human rights monitoring mechanisms. The United Nations and the Council of Europe have altogether some 60 monitoring mechanisms with relevance for the EU. Some of these mechanisms are courts, like the European Court of Human Rights, others are quasi-judicial or provide more general monitoring, such as the UN Treaty Bodies. This wealth of resources is brought together in a tool called the European Union Fundamental Rights Information System (EFRIS). EFRIS is developed by FRA in close cooperation with the United Nations and the Council of Europe. EFRIS, online since 2019, facilitates access to and overview of EU Member States’ commitments to human rights treaties, including detailed aspects, such as States’ acceptance of individual complaints. EFRIS provides direct access to the assessments made by the monitoring mechanisms, and where feasible, offers comparison across the EU (and accession states having observer status with FRA). EFRIS is a human rights information gateway that uses technology to bring data from existing data sources together for easy access and overview.

The European Commission, in its July 2019 Communication on Strengthening the rule of law within the Union (COM(2019) 343 final), highlights EFRIS and the importance to make more and better use of the existing sources that the tool brings together. EFRIS is used as a source of information for FRA’s submission to the Commission’s annual reporting on the rule of law.

FRA is continuously developing the tool, in terms of scope, functionalities and user-friendliness. Several additional sources of data have been added since the launch of EFRIS and efforts will continue to make the tool ever more comprehensive, taking into consideration user feedback and needs.

### Objectives

- Provide a continuously updated online tool, which brings together commitments to human rights obligations and assessments of compliance with these.
- Facilitate greater use of existing international human rights data within an EU context, thereby reinforcing the human rights framework in the EU and increasing transparency of and awareness about international human rights obligations.

### Activities

### Outputs

- Continuous improvements in terms of functionalities, usability and user-friendliness, as well as additional data sources included	- Enhanced online tool with greater policy relevance and inclusion of new data sources
- Presentations and dissemination of the tool	- Improved functionalities including enhanced data management and better search functionality
- Extracts of data and manual analysis in form of thematic compilations on request	- Thematic compilations based on extracts from EFRIS on request, including for the FRA submission to the European Commission report on rule of law
- Continue increasing the user base	- User feedback and needs analysis
- Technical maintenance	- EFRIS Advisory Group meetings with Council of Europe, OHCHR and other international partners
- Increased cooperation with international human rights database owners	

	Financial Resources			Human Resources		
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	TA	CA	SNE
Equality, Roma and Social Rights	-	-	-	-	-	-
Justice, Digital and Migration	-	-	-	-	-	-
Communication and Events	-	-	-	-	-	-
Institutional cooperation and networks	30,000	-	20,000	-	-	-
<b>Total</b>	<b>30,000</b>	-	20,000			

## C.1.2 Supporting national human rights structures

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

The FRA regulation requires the Agency to “cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions”. The external evaluations of FRA have stressed the importance of enhanced engagement at national level, with FRA having stepped up such activities.

The Council of the EU, in its 2021 Conclusions on strengthening the application of the Charter of Fundamental Rights in the EU, recognised “that independent NHRIs and equality bodies play a crucial role in the protection and promotion of fundamental rights and in awareness-raising, and contribute to ensuring compliance of national policies with the Charter”. It encouraged “Member States that have not yet established independent NHRIs in accordance with the Principles relating to the Status of National Institutions (Paris Principles) to do so”.

Past FRA research (“Strong and effective national human rights institutions – challenges, promising practices and opportunities”, FRA 2020) underscores the important role of NHRIs for the protection and promotion of human rights, including when transposing EU law. To achieve synergies with national fundamental rights structures and make its findings available nationally, the Agency cooperates closely with public bodies with a human rights and equality remit bodies in the Member States, as well as their umbrella organisations, the European Network of National Human Rights Institutions (ENNHRI), the European Network of Equality Bodies (Equinet), and the International Ombudsman Institute (IOI).

Under this project, the Agency will continue its advisory work in the context of standards regarding the mandate and independence of bodies with a human rights and equality remit. In doing so, it will support the implementation of existing standards and promising practices with regards to those bodies as developed by the Council of Europe, United Nations, OSCE’s ODIHR and the European Commission in the case of equality bodies. FRA may also carry out preparatory actions, as appropriate (e.g. provision of information and expert advice), to the implementation of legally binding standards for equality bodies, as proposed by the European Commission in 2022 in a draft directive. In that context the agency may also provide advice to the establishment of indicators with regard to resources, independent functioning, activities, or effectiveness of equality bodies thereby contributing to the practical effects of this Directive.

### Objectives

- Contribute to strengthening statutory bodies with a human rights and equality remit so that they can fully exercise their powers and mandates as defined in EU, European and international standards.
- Promote National Human Rights Institutions (NHRIs), in line with relevant UN Resolutions, Goal 16 of the global 2030 Agenda, Council of Europe Recommendation on Establishing and Strengthening National Human Rights Institutions, and the European Commission’s Charter Strategy.
- Contribute to the development of indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of equality bodies.

### Activities

- Regular consultation, exchange and cooperation with NHRIs, equality bodies, and ombuds institutions, as well as with their networks
- Collecting and analysing information on the national human rights architecture, including by updating information on NHRIs, equality bodies and Ombuds institutions
- Facilitating exchanges of practices between human rights structures, including NHRIs, equality bodies and OIs, for the purpose of peer-to-peer learning on human rights challenges and opportunities
- Cooperation and exchanges on the situation of bodies with a human rights / equality remit with intergovernmental organisations, EU institutions, and bodies

### Outputs

- Presentations of FRA findings at national events of equality bodies, NHRIs, ombuds institutions and other bodies
- Meetings (online or in-person) with ENNHRI, Equinet, IOI and expert contributions to their seminars
- Annual update on the status of NHRIs, building on the 2020 FRA report on NHRIs and SCA Review process (to be published online)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	100,000	-	40,000
<b>Total</b>	<b>100,000</b>	-	40,000

## C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

The FRA regulation lists the Charter as the main reference framework for FRA's work. The Agency's work on the Charter takes place in close cooperation with the EU institutions, the European Commission in particular, and other relevant stakeholders. The Council Conclusions on the Charter of Fundamental Rights adopted in March 2021 and the European Commission's Charter Strategy (2020) encourage national actors, including at local and regional levels to make more and better use of the Charter. Both policy documents invite the Agency to work with national stakeholders, share good practices, and continue developing tools and methods relating to the Charter. Since 2013, the Agency's annual Fundamental Rights Reports contain a chapter dedicated to the Charter, tracking the use of the Charter at national level. This chapter, together with Charterpedia, has become a unique document of reference for other actors and builds an evidence base for the European Commission's annual reports on the Charter and the Council conclusions on the Charter thereby tracking the implementation of the EU Charter strategy.

The Agency carries out targeted training activities, in cooperation with NHRIs and Equality Bodies' networks ENNHRI and Equinet, with legal professionals' networks, as well as for the European Parliament, the Presidencies of the Council of the EU, EU agencies and other bodies. Such training activities and tools focus on legal professionals at EU and national level and are developed in consultation with the European Commission to ensure complementarity. The Agency's tools include: a handbook on the applicability of the Charter at national level, Charter 'country-sheets' for all EU Member States, a Charter online tool for judges and other legal practitioners, a Charter trainer's manual with case studies, and the online case-law database Charterpedia. In 2024 the national Charter-factsheets will be updated and expanded. Moreover, the agency will conceptualise thematic Charter factsheets explaining and promoting the Charter's added values in selected policy fields.

### Objectives

- Contribute to the implementation of the European Commission's Charter Strategy within the scope of FRA's mandate.
- Support the EU and its Member States in delivering on the legal obligations of the Charter of Fundamental Rights, in particular by providing analysis, guidance, training and e-learning for practitioners with a train-the-trainers perspective.
- Promote the EU Charter and its use at national and subnational levels through strengthening the capacity of National Human Rights Institutions and Equality Bodies, in cooperation with ENNHRI and Equinet, and that of other relevant (legal) target audiences to apply the Charter.

Activities	Outputs
- Collecting and analysing data on the use of the Charter	
- Continuous updating of Charterpedia with new data on national case law	- Chapter on the use of the Charter in FRA's Fundamental Rights Report
- Expert contributions to EU and national events relating to the Charter	- Updated Charterpedia database
- Providing relevant networks, in particular ENNHRI and Equinet, and EU institutions and bodies with expertise, training material, and e-learning on the Charter	- Expanded Charter training material
- Training and webinars on demand in cooperation with relevant training providers and legal professional networks, including with the European Judicial Training Network (EJTN), the Council of Bars and Law Societies of Europe (CCBE), the Academy of European Law (ERA), the Council of Europe's HELP programme	- New and updated country-specific Charter factsheets (in national language and in English)
- Continued promotion of FRA's Charter products	- On-demand training (both on-site and online) on the Charter in cooperation with multipliers and stakeholders
- Update national Charter factsheets and conceptualise new thematic Charter factsheets	- Educational Charter videos and tutorials on FRA Charter material

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	50,000	-	50,000
Institutional cooperation and networks	140,000	-	-
<b>Total</b>	<b>190,000</b>	-	50,000

## C.1.4 Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

In addition to all the EU Member States, the EU itself is party to the UN Convention on the Rights of Persons with Disabilities (CRPD). For each party to the CRPD, there is a requirement to designate a framework, including “independent mechanisms [...] to promote, protect and monitor implementation” (Article 33 (2)). The EU’s framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA (Council of the EU, Revised EU-level Framework Required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities, 6170/17, 9 February 2017). The framework cooperates and coordinates its activities with the work of the European Commission, which is the EU’s focal point for the implementation of the CRPD. The Agency also cooperates closely with National Human Rights Institutions, equality bodies, civil society organisations and international organisations, in particular the UN CRPD Committee. FRA is an observer to the ENNHRI Working Group on the CRPD, which brings together National Human Rights Institutions that are members of their respective national CRPD monitoring framework. Similarly, FRA works with Equinet’s Disability Taskforce that brings together equality bodies that are members of their respective national CRPD monitoring framework.

The Agency’s mandate within the EU framework is twofold. In the area of promotion, the Council document on the framework notes that the Agency “can raise awareness of the Convention”. On monitoring, it notes that the Agency “independently collects and analyses data within the limits of its mandate. Providing such data in an independent manner will be its main task in the framework. In this context the [Agency] also develops indicators and benchmarks to support the monitoring process”.

The Agency will publish an update of its 2019 paper on disability related voting rights restrictions ahead of the 2024 European Parliament elections. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency’s work and by promoting the rights of persons with disabilities through its awareness-raising activities. It will take steps to ensure that its internal processes are accessible to persons with disabilities.

FRA will, as relevant and requested, support the European Commission in delivering on the EU Disability Strategy 2021-2030, including by providing evidence on experiences of persons with disabilities in the EU based on its available research findings and survey data.

### Objectives

- Participate in the EU framework required under the UN Convention on the Rights of Persons with Disabilities, in particular to fulfil FRA’s role to promote and help monitor implementation.
- Support national frameworks in developing indicators to monitor implementation of the Convention.
- Mainstream the rights of persons with disabilities into FRA’s work.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Participation in the EU CRPD Framework meetings and other relevant meetings representing the Framework</li> <li>- Presentations to national CRPD monitoring frameworks on indicators for monitoring the implementation of the CRPD</li> <li>- Researching voting rights restrictions for persons with disabilities</li> <li>- Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection, communication and other FRA activities</li> </ul> | <ul style="list-style-type: none"> <li>- FRA paper on voting rights ahead of the 2024 EP elections</li> <li>- Minutes of the EU CRPD Framework meetings</li> <li>- Expert contributions to CRPD related EU and national events</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	20,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>5,000</b>	-	20,000

## C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

European Union funds contribute large amounts to issues such as cohesion, regional development, security, and migration management. The Common Provisions Regulation (CPR) for the EU budget 2021–2027 sets out 'enabling conditions' that must be fulfilled throughout the implementation period. Two of four sets of the horizontal 'enabling conditions' (Art. 11 (1) of the CPR (with details in its Annex III) concern the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities. The regulation refers to civil society organisations and "bodies responsible for promoting social inclusion, fundamental rights, rights of persons with disabilities, gender equality and non-discrimination" as partners and taking part in monitoring the disbursement of funds (Art. 8, Art. 39 CPR).

Based on research conducted in selected Member States in 2022, the Agency in 2023 produced guidance on how national fundamental rights bodies could be involved in monitoring the disbursement of EU funds. The agency will continue to build on the experience gained through this exercise, working closely with the European Commission and independent bodies with a human rights and equality remit, such as National Human Rights Institutions and Equality Bodies, as well as with the managing authorities for the funds. In 2024, FRA will contribute to experience sharing with regard to the fundamental rights aspects of the funding cycle, focusing on challenges detected, lessons learned and the possible identification of promising practices, thereby providing inputs to the European Commission on the implementation of the 'enabling conditions'. It will contribute to capacity building activities for NHRIs and equality bodies in cooperation with ENNHRI and Equinet and with the European Commission, which is developing dedicated training materials.

**Objectives**

- Support a rights-compliant implementation of the EU funds by providing technical assistance to 'fundamental rights bodies' in particular national statutory bodies with a human rights / equality remit so that they further develop their capacity to contribute effectively to the new human rights conditionality introduced in the management of EU funds.
- Gather and provide relevant information on the implementation of the 'enabling conditions' regarding the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities.

**Activities**

- Contributing to national and transnational capacity building and practice exchanges with bodies with a human rights and equality remit on how best to contribute to the protection and promotion of fundamental rights in relation to EU funds
- Contributing to exchanges amongst fundamental rights actors on practices and experiences with Charter and CRPD conditionality in the context of EU funds

**Outputs**

- Transnational workshop with fundamental rights bodies on the protection and promotion of fundamental rights in relation to EU funds
- Additional language versions of 2023 report on the role of national fundamental rights bodies in the EU funding cycle, depending on budget availability
- Shorter hand-out (e.g. checklist) for NHRIs and Equality Bodies to assist them in contributing to the monitoring of the Charter and CRPD conditionality for the use of EU funds

**Financial Resources**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	50,000
Institutional cooperation and networks	50,000	-	-
<b>Total</b>	<b>55,000</b>	-	50,000

## C.1.6 Civic space and national rule of law dialogues

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

Civil society organisations (CSOs) and human rights defenders (HRDs) make a substantial contribution to human rights, democracy and the rule of law in the EU. Yet, they face diverse challenges in doing this work. The nature and extent of these challenges vary considerably across the EU. FRA has been advising on these challenges that hinder the realisation of human rights on the ground since 2017. A functioning civic space is dependent on the relevant regulatory framework, access to resources, participation in policy and decision-making, a safe environment and legal protection. On the basis of its work in this area, FRA provides EU institutions and bodies as well as Member States with advice on how to improve the environment for civil society organisations, raising also awareness and building capacities on these issues.

According to the UN Guidance Note on Protection and Promotion of Civic Space, “civic space is the environment that enables people and groups – or ‘civic space actors’ – to participate meaningfully in the political, economic, social and cultural life in their societies”. It further notes that a “vibrant civic space requires an open, secure and safe environment that is free from all acts of intimidation, harassment and reprisals, whether online or offline. Any restrictions on such a space must comply with international human rights law”.

Through its Fundamental Rights Platform and other activities, FRA seeks to support civil society organisations as HRDs, for which purpose the Agency reports annually on challenges faced by those organisations. This regular reporting is based on research and consultations.

FRA cooperates closely with EU bodies and international organisations dealing with HRDs in the EU through a ‘Contact Group’ to share information and knowledge, to ensure complementarity, and to reinforce each other’s actions.

Based on FRA’s data and analysis confirming the important role of civil society organisations for the protection of the rule of law and fundamental rights, the agency will continue to contribute to the series of multi-stakeholder ‘national rule of law dialogues’ which it had started together with the European Commission and in cooperation with civil society and national authorities in 2022 and 2023. These dialogues are based on the Commission’s annual rule of law report and carried out in selected Member States.

### Objectives

- Support civil society organisations as defenders of fundamental rights within the European Union.
- Advise EU institutions and Member States on courses of action to create and safeguard an enabling environment for civil society in the EU.

Activities	Outputs
- Data collection (through FRANET) and analysis on civic space in EU Member States and Candidate countries with observer status	
- Consultation of the Fundamental Rights Platform on challenges facing civil society organisations	- Report on civic space (covering the year 2023)
- Continuation of national rule of law dialogues with civil society in EU Member States, under the auspices of the European Commission and in cooperation with national authorities	- Up to five national rule of law dialogues
- Cooperation and exchanges on the situation of civil society and HRDs with EU institutions and bodies and intergovernmental organisations through the Contact Group on HRDs	- (Online) meetings of the Contact Group on HRDs
- Organising an expert meeting on civic space, contributing to relevant external events, and providing advice to law and policy makers as appropriate	- Expert meeting on civic space and expert contributions to events of EU institutions, international organisations or at national level
- Facilitation of support and capacity-building for civil society, including through webinars	- Up to three webinars with civil society on civic space related issues

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	30,000
Institutional cooperation and networks	145,000	-	15,000
<b>Total</b>	<b>150,000</b>	-	45,000

## C.1.7 Mapping and tracking developments regarding the fundamental rights structure in Member States

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

### Policy relevance

The fundamental rights situation in the EU heavily depends on the existence, the mandate, the capacity and the efficiency of the institutional ‘landscape’ that exists in the Member States, including the statutory human rights and equality bodies and the relevant procedural mechanisms in place. A wide array of actors and institutions protecting and promoting fundamental rights exists at all levels of governance - be it local, regional, national, supranational, and international. Building on FRA’s Focus paper Bringing rights to life: The fundamental rights landscape of the European Union (2012), this project aims at mapping structures protecting fundamental rights in EU Member States (and countries participating as observers with FRA). Whereas fundamental rights obligations originate to a significant extent from international and EU law, the institutions responsible for monitoring their implementation, providing redress, and promoting their application are to a very large extent located at national (and sometimes at regional and local) level. For human and fundamental rights obligation stemming from the international and European level to become a reality on the ground these national human rights bodies and mechanisms at the various levels are key.

The diversity that exists in the landscape of fundamental rights structures calls for mutual learning to keep improving the structures that are key to the protection and promotion of fundamental rights in many EU policy areas. To facilitate such mutual learning and exchange of experiences, this project will map existing structures in EU Member States (and States holding observer status with FRA). The focus will lie on fundamental rights specific State structures and institutions, including quasi-judicial human rights bodies and human rights commitments by the subnational level where existing (e.g. through human rights cities). Yet, it will not cover general State structures such as courts or parliaments. The project will also map related policies, such as human rights action plans, sectorial strategies, or specific initiatives related to EU fundamental rights law such as awareness-raising policies aimed at enhancing reporting of discrimination to an equality body for example. Finally, the project will examine the feasibility of developing methods or indicators that would allow for comparative assessment and identification of trends regarding such fundamental rights structures.

The project draws on previous FRA research on statutory human rights and equality bodies and will complement EFRIS. It will also offer the opportunity to better reflect developments in the fundamental rights infrastructure in the Fundamental Rights Report in the future.

### Objectives

- Provide easy access to regularly updated information regarding developments in the fundamental rights landscape in EU Member States

### Activities

- Internal feasibility assessment how to best design and maintain such a periodically updated ‘fundamental rights landscape tracker’
- Map existing fundamental rights relevant institutional structures, mechanisms and related policies at national and subnational level
- Map international and EU law and policies aiming at the establishment and/or the strengthening of such structures, mechanisms and policies
- Develop methods or indicators to allow for the identification and comparability of such structures and related policies

### Outputs

- Mapping of relevant institutions in national fundamental rights landscape
- Tool that provides easy access to updated and relevant information on fundamental rights relevant structures, mechanisms and related policies at national level

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	50,000
Institutional cooperation and networks	-	-	100,000
<b>Total</b>	-	-	150,000



## C. INSTITUTIONAL COOPERATION and NETWORKS

### C.2 Policy Analysis and Stakeholder Cooperation

#### Overview of the activity

Projects under this activity concern cooperation with and advice to the Agency's stakeholders at the international, EU, national and local levels, and cooperation with civil society organisations, which are all key beneficiaries of the Agency's evidence, expertise and advice. This cooperation covers the full range of the Agency's areas of activity.

Concerning stakeholder cooperation, the Agency will organise two meetings with the National Liaison Officers (NLOs), who are the main contact points for the Agency at the national level. The Agency will conduct regular consultations with the NLOs, including on its Programming Document, on the Fundamental Rights Report, on national data on antisemitism and on civic space, and on other topics as relevant. The Agency communicates all its outputs to Member States, through the NLOs.

With regard to EU institutions, bodies and agencies, the Agency cooperates systematically with the European Parliament and the Council of the EU (including its presidencies) under this activity. This entails supporting them with timely evidence-based advice in the area of fundamental rights, providing expert inputs to inform their deliberations on legislative and non-legislative files. FRA participates in networks of agencies under this activity, including the Justice and Home Affairs Agencies' Network and the EU Agencies Network on Scientific Advice.

The Agency cooperates with international organisations – in particular the Council of Europe, the United Nations and the OSCE's Office for Democratic Institutions and Human Rights – to achieve synergies, better coordination and to reinforce each other's actions. This includes reciprocal participation in relevant meetings.

The Fundamental Rights Platform is the Agency's cooperation network with civil society organisations. FRA will organise the annual meeting with the Platform and raise awareness of its work among civil society organisations through dedicated webinars. The Agency will conduct regular consultations with the Platform, including on FRA's Programming Document, the Fundamental Rights Report and on civic space, and on other topics as relevant.

The Agency's cooperation with local authorities will strengthen fundamental rights at the local level, specifically in relation to human rights cities. This will be achieved by providing practical guidance on how to become a human rights city to local authorities, as well as dedicated meetings with local authorities.

Concerning policy analysis, the Agency keeps abreast of legal and policy developments relevant to fundamental rights at the EU and international levels to inform its work. It also conducts strategic foresight analysis in the area of fundamental rights to ensure that it can anticipate and respond to changes in the EU policy environment.

Finally, the budget under this activity subsumes the support to the Bodies of the Agency, in particular the Management Board (MB), the Executive Board (EB) and the Scientific Committee. This includes the meetings of these bodies, and translation of documents and interpretation of meetings associated with the MB and the EB.

#### Expected results

Structured cooperation between the Agency and its stakeholders at the international, EU, national and local levels, and with civil society helps it better define, develop and coordinate its priorities and activities. Combined with strategic foresight analysis, this cooperation helps increase the policy relevance of the Agency's activities and outputs, as well as their complementarity with those of its stakeholders and partners.

Specifically, the cooperation with the NLOs will contribute to enhancing the Agency's ability to provide Member States with data, evidence and expertise they need to promote and help ensure the respect of fundamental rights when implementing EU law. Cooperation with EU institutions, bodies and agencies will contribute to increasing the Agency's impact on legal and policy processes at EU level. Coordination with international organisation will contribute to the EU's efforts to achieve greater coherence between external policies on human rights and internal policies on fundamental rights. Activities under the Fundamental Rights Platform will contribute to creating an enabling environment for civil society and increase the Agency's visibility among people and organisations active in the field. Cooperation with human rights cities will increase the Agency's impact at the national and local levels.



## C.2.1 Fundamental Rights Platform and cooperation with civil society

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation

### Policy relevance

FRA cooperates with civil society organisations through its Fundamental Rights Platform (FRP). FRA's Founding Regulation states that the Agency "shall closely cooperate with non-governmental organisations and [...] civil society" and "establish a cooperation network (Fundamental Rights Platform)". The Platform brings together over 800 organisations, from grassroots to the international level, including non-governmental organisations, trade unions, employer's organisations, social and professional organisations, confessional and non-confessional organisations and academia. It is a key forum for engagement and exchange with and among a wide range of civil society actors.

The interaction between the participants in the Platform and the Agency is multifaceted and includes providing advice to the FRA's Management Board on work programmes and on the annual Fundamental Rights Report. Organisations participating in the Platform also contribute to FRA projects, respond to thematic consultations and cooperate on awareness raising and dissemination of FRA findings. The Agency facilitates exchanges between the Platform organisations and EU institutions, covering all the areas of activity of the Agency. FRA also informs Platform organisations of its work in different thematic areas, and organises meetings and webinars to facilitate exchanges between FRA and civil society organisations (CSOs) and among CSOs.

### Objectives

- Maintain and further develop the interaction between the Agency and civil society through its Fundamental Rights Platform.
- Ensure that such a continuous information exchange allows the Agency, and thereby the EU, to draw on civil society inputs and expertise across all the areas of activity of the Agency.
- Provide civil society organisations active in the area of fundamental rights with a forum to learn from each other and access to information regarding EU level developments in the field of fundamental rights.

### Activities

### Outputs

- |   |  |
|---|--|
| - Running the Fundamental Rights Platform – enabling information exchanges and pooling of knowledge from and among civil society organisations  | - Annual meeting with the Platform.  |
| - Facilitating civil society input into FRA projects  | - Quarterly digital news on FRA's work and findings                                  |
| - Regularly disseminating results of FRA's work, including through online communication and webinars  | - Thematic meetings/webinars with relevant civil society organisations on FRA's work |
| - Consultations with the Platform on issues related to the Agency's work, including its work programme and the annual Fundamental Rights Report | - Reports of FRP consultations   |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	50,000	-	50,000
<b>Total</b>	<b>50,000</b>	-	50,000

## C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation

### Policy relevance

The Agency's cooperation with relevant EU institutions, bodies, offices and agencies, as well as that with Member States, national authorities and international organisations is based on specific provisions in the Agency's founding regulation. This project serves to facilitate this cooperation and to enable the Agency to provide its institutional stakeholders with timely evidence, expertise and advice, with a view to feeding fundamental rights considerations into law and policy making across all its areas of activity.

Under this project, the Agency engages in exchanges with, and presentations to the EU institutions (Parliament, Council, Commission), as well as in coordination meetings with relevant international organisations, in particular the Council of Europe and its entities, the United Nations Office of the High Commissioner for Human Rights, and the OSCE's Office for Democratic Institutions and Human Rights.

The Agency also participates in networks that foster synergies between EU agencies that operate in related fields, such as the Justice and Home Affairs Agencies' Network (JHAAN) or the EU Agencies Network on Scientific Advice (EU-ANSA), including its Futures Cluster.

FRA's regulation establishes that each Member State nominates a government official as main contact point for the Agency at the national level – the National Liaison Officers (NLOs). The Agency maintains and fosters its cooperation with the NLOs under this project, also to increase the impact of the Agency's activities at the national level and to draw on Member State government inputs when needed.

Over the years, the Agency has developed its cooperation with human rights cities and other forms of local government, including their respective networks. This has led the Agency to develop a framework for strengthening fundamental rights at the local level and an accompanying tool for practical guidance, the usage of which it will continue to promote in 2024, including in national languages.

Looking ahead to the next EU legislature (2024–2029), the Agency will conduct strategic foresight analysis in the area of fundamental rights to increase its capacity to anticipate and respond to changes in the EU policy environment and to advise policy and law makers in the EU on future fundamental rights challenges.

### Objectives

- Ensure efficient coordination of activities and cooperation between the Agency and EU institutions, bodies, offices and agencies, international organisations and national authorities.
- Provide timely evidence, advice and expertise to the Agency's institutional stakeholders to feed fundamental rights considerations into law and policy making.
- Promote fundamental rights at the local level.

Activities	Outputs
- Cooperation and coordination between the Agency and EU institutions, bodies, offices and agencies, national authorities and international organisations	- Oral and written contributions to EU institutions, agencies, bodies, offices and agencies, national authorities and international organisations
- Provision of assistance and expertise to the Agency's institutional stakeholders through participation in and provision of written inputs and oral presentations to hearings, meetings, events and other consultations	- Two meetings with the NLOs, including one combined with a thematic expert working party
- Participation in networks of EU Agencies (esp. JHAAN and EU-ANSA) and in their meetings	- Webinars with NLOs and other Member State government experts on new FRA releases
- Cooperation with the Presidencies of the Council of the EU	- One meeting with human rights cities on the application of the Human Rights Cities Framework
- Cooperation with Member States through their NLOs	- One expert meeting on strategic foresight in the area of fundamental rights
- Cooperation with human rights cities, local authorities and their networks	- One policy paper on strategic foresight in the area of fundamental rights
- <b>Coordination with Council of Europe, UN and OSCE</b>	
- Strategic foresight analysis in the area of fundamental rights	

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	175,000	-	60,000
<b>Total</b>	<b>175,000</b>	-	60,000

## C.2.3 Bodies of the Agency

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation

### Policy relevance

This activity concerns relations with and between the Bodies of the Agency. It includes the organisation of Management Board (MB) meetings, Executive Board (EB) meetings, Scientific Committee (SC) meetings and meetings of MB members in working groups.

The MB is the Agency's planning and oversight body while the SC is the guarantor of the scientific quality of the Agency's work. The tasks of those bodies are defined in FRA's founding regulation. As per the regulation, the MB shall meet twice per year while the SC meets four times per year (in-person or online).

In 2024, in addition to the two MB statutory meetings, it is expected that the MB Chairperson will convene a further extraordinary meeting of the MB to deal with urgent issues of programming, planning and governance.

The budget for this project includes the translation and interpretation costs associated with the MB and EB documents and meetings.

### Objectives

- Supporting the MB and the EB members in performing their statutory tasks as planning and oversight body
- Supporting the SC in performing its statutory tasks as guarantor of the Agency's scientific quality

Activities	Outputs
- Organisation of MB and EB meetings and written procedures	- MB meetings (3, partially online)
- Organisation of SC meetings	- EB meetings (4, partially online)
- Continued communication with the Bodies	- SC meetings (4, partially online)
- Follow-up to MB decisions and SC opinions	- MB decisions
- Translations of MB documents	- Director's report to the Board (3)
	- SC opinions on FRA deliverables

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	20,000
Institutional cooperation and networks	145,000	-	40,000
<b>Total</b>	<b>150,000</b>	-	60,000

## D. COMMUNICATION and EVENTS

### D.1 Communicating Rights, Media and Events

#### Overview of the activity

Effectively communicating fundamental rights to promote the values and freedoms of today's societies in the European Union sits at the heart of the agency's work. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives.

This area of activity entails developing FRA's multichannel communication activities and events, including media relations, social media outreach and the organisation of the Fundamental Rights Forum.

The activity area aims to ensure that FRA's activities and outputs are effectively communicated across the EU. This entails the dissemination and promotion of the results of the Agency's work and raising public awareness through a range of activities, such as social media communication, media relations and events. These specific activities aim to ensure that the Agency's work reaches audiences at the right time in the right format through the right channels.

In this area of activity, FRA develops strong communications narratives, including by following the guiding principles of its ['10 keys to effectively communicating human rights'](#).

It also develops and runs targeted communication campaigns to promote the Agency's findings to a wide range of audiences.

This activity area also aims to intensify FRA's convening power to create a safe and inclusive space for dialogue with key actors on pressing human rights issues. This includes the organisation of several flagship events, such as the Fundamental Rights Forum, the Fundamental Rights Dialogues, and dedicated EU Presidency events. Through such events, FRA will continue to bring together key human rights actors and a diverse range of voices to foster promising, rights-based communication practices among human rights actors and media across the EU.

Under this activity, FRA also works to ensure that issues and topics related to gender, children and youth, and persons with disabilities are mainstreamed in all of the Agency's communication activities.

#### Expected results

By working with different partners, stakeholders and the media, the Agency will raise awareness of fundamental rights issues across the EU, improve people's understanding of fundamental rights challenges and contribute to creating a rights-based culture across the continent.

By making its findings more accessible, the Agency will empower EU citizens, especially the young ones, to advocate for their rights and bring a positive change about.

By organising events, the Agency will bring together people who can drive change in the EU and globally. This will also contribute to raising FRA's profile.

## D.1.1 Raising awareness and effectively promoting rights

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Communicating Rights, Media and Events

### Policy relevance

EU institutions and Member States have stressed the need to communicate and raise awareness of fundamental rights. The Agency will continue to develop a range of activities to fulfil this need based on the revamped '10 keys to effectively communicating rights', which guide the Agency in its own communication work.

In 2023, the Agency will continue to communicate fundamental rights, based on set communication priorities for the year and informed by its survey and research findings. This will include social media campaigns to promote both the outcome of specific projects and fundamental rights more broadly.

In parallel, the Agency will continue promoting the fundamental rights enshrined in the EU Charter of Fundamental Rights to EU citizens through targeted communication activities and campaigns. It will strive to make its findings more accessible, especially to young people.

The Agency will further promote and develop its online toolkits to build capacity among its stakeholders. It will further expand its e-learning platform with new online training modules, for example on the protection of children in migration and the 10 keys to effectively communicating human rights.

The agency will also continue its cooperation with communicators from national human rights institutions, equality bodies and civil society organisations. In this context, FRA has established a closed social media group of human rights communicators to exchange information and experiences on human rights communication. The Agency also intends to organise and participate at face-to-face meetings of human rights communicators.

FRA will organise a major event with each of the 2024 EU Presidencies of the Council, convening specific stakeholders, in particular senior officials at EU and national level, as well as civil society. The events will focus on issues related to fundamental rights, which are of particular importance in the EU policy agenda.

The Agency also intends to explore the potential for further developing its 'Fundamentally right' podcast series.

### Objectives

- Provide safe space for convening stakeholders to discuss fundamental rights issues
- Assist media professionals in improving their reporting on fundamental rights issues
- Facilitate the exchange of good practice among those involved in communicating human rights issues

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Capacity building and training of professionals using FRA's online toolkits;</li> <li>- Audio-visual and audio material on FRA's findings;</li> <li>- Carry out social media campaigns;</li> <li>- Regularly engage with human rights communicators to improve the delivery of human rights messages;</li> <li>- Cooperation with the Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities (Portugal and Slovenia)</li> </ul> | <ul style="list-style-type: none"> <li>- 2 EU Presidency conferences;</li> <li>- One human rights communicators expert meeting;</li> <li>- Social media communications and campaigns;</li> <li>- Media relations and outreach</li> <li>- Web-based toolkits;</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	200,000	-	150,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>200,000</b>	-	150,000

## D.1.2 Fundamental Rights Forum

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Communicating Rights, Media and Events

### Policy relevance

The set of activities falling under the umbrella of the Fundamental Rights Forum aim to solidify and intensify FRA’s convening power and its role in creating a safe and inclusive space for dialogue with key actors on pressing human rights issues.

In 2024, the Agency will implement its fourth Fundamental Rights Forum. The Fundamental Rights Forum 2024 will be a two-day hybrid event in Vienna, Austria, which will offer in-person and online participation, and be livestreamed globally. It will bring together a large number of participants, ranging from leading European policy- and lawmakers to grass-root practitioners. It will put significant emphasis on an intergenerational approach, including the participation of young and older people.

The Forum provides a unique space for dialogue on the pressing human rights challenges in the European Union. Human rights take centre stage to continue building a vision of hope. It will be the platform for a truly diverse range of voices from across politics, business, trade unions, civil society, faith communities, the arts and sports to deliver answers to those challenges shaping critical human rights agenda.

Spanning across all ages, sectors and levels of experiences, the Forum will host intense debates and workshops, capacity building, masterclasses, and provide for skills’ and knowledge exchange – in short, the Forum will be the human rights marketplace of valuable new ideas, tools, connections and experiences. The Agency will work to strengthen the networking element of the event and provide space for workshops and debates.

The activities taking place at the Forum will contribute to debates concerning EU policy priorities and initiatives that affect fundamental rights. They will aim to tackle heads-on major fundamental rights challenges and provide tangible input to EU policy cycles and relevant reports on the state of fundamental rights in the EU.

Building on its previous fora and the Human Rights Expert and Leaders Meeting in 2022, the Agency will continue in 2024 to provide opportunities for networking and enhancing partnerships. It will aim to build bridges between rights holders and their diverse communities, in particular youth and older people, and human rights bodies and EU institutions, through virtual events and its Fundamental Rights Dialogues.

### Objectives

- Contributing to improve the state of human rights and empower the human rights architecture in the EU
- Inspiring innovative and solution-oriented debates among duty bearers, rights holders and others at EU, national, European and global level
- Providing a forum for networking and for sharing ideas and promising practices
- Facilitating interaction among FRA’s stakeholders and explore new, innovative ways to engage with them

### Activities

### Outputs

- |  |                                |
|--|--------------------------------|
| - Implementing the five shout-outs of the Fundamental Rights Forum 2021                                      | - 4th Fundamental Rights Forum |
| - Developing and implementing the Fundamental Rights Forum 2024  | - Forum website                |
| - Organising up to two Fundamental Rights Dialogues to continue to inform fundamental rights discussions     | - Audio-visual material        |
| - Strategic communication activities to maximise reach and engagement with stakeholders and target audiences |                                |

### Financial Resoupiarces

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	410,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>340,000</b>	-	410,000

## D. COMMUNICATION and EVENTS

### D.2 Web, Publishing and Promotion

#### Overview of the activity

This activity area entails developing, producing, and disseminating FRA's multilingual print and online outputs. This includes the coordination and the development of the Agency's annual Fundamental Rights Report, as well as the production of the Agency's annual Activity Report.

This activity also includes the maintenance of FRA's corporate website and other online tools such as databases containing research findings and an e-learning platform.

This area of activity entails planning, coordination, implementation and quality control of FRA research outputs such as reports, handbooks, e-learning courses and information material. This includes working closely with the Publications Office of the European Union to ensure the timely delivery of all outputs. This activity also covers the publication of FRA's outputs on the corporate website and their delivery to relevant stakeholders.

Under this area, FRA also develops and coordinates the publication and dissemination of audio-visual materials, in alignment with the priorities and activities falling under Communicating Rights – Media & Events.

This area also entails tracking the performance of FRA outputs by monitoring specific metrics, such as number of downloads and orders of print copies from the Publications Office of the European Union. Under this area, FRA also coordinates pre-launch orders by emailing subscribers to mailing lists owned by the Publications Office.

This area of activity also entails developing and maintaining the Agency's corporate website to ensure it meets the needs of FRA's stakeholders and to consistently improve usability and accessibility for people with disabilities.

#### Expected results

The Agency's annual Fundamental Rights Report provides evidence-based information. Its opinions could assist the EU and its Member States in decision-making processes. The report also includes examples of rights-based promising practices. These could be transferrable from one country to another. The European Parliament could also use the information for its own report about fundamental rights in the EU. Similarly, the European Council could consider the report's findings for its conclusions on relevant fundamental rights issues.

FRA communicates its work to the public and specific target audiences through the corporate website, other online tools and printed material. To highlight fundamental rights issues, the Agency transforms its evidence and expertise into state-of-the-art communication tools. In doing so, we inform policymakers, experts and practitioners at EU and national level about a range of fundamental rights issues.

In 2024, we aim to improve the accessibility of all our outputs so that they are fully usable by people with disabilities.

## D.2.1 Annual Reports

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Web, Publishing and Promotion

### Policy relevance

The set of activities falling under the umbrella of the Annual Reports are the coordination and development of the Agency's annual Fundamental Rights Report, and the production of the Agency's Consolidated Annual Activity Report.

The Consolidated Annual Activity report provides an overview of the activities and achievements of the Agency. It contains a comprehensive and thorough account of the Agency's activities in implementing its mandate and work programme of work. It follows the European Commission guidelines.

The Fundamental Rights Report is the Agency's annual report about the protection and fulfilment of fundamental rights in the EU and its Member States. The report reviews major developments in the field, identifying both achievements and remaining areas of concern. It is accompanied by an activity report. It is accompanied by FRA's opinions on these developments, including a synopsis of the evidence supporting these opinions.

The Fundamental Rights Report includes a 'Focus' chapter. This dedicated chapter examines issues of relevance to current policy priorities in the EU. The report identifies trends and relevant promising practices. It also includes a specific chapter on the progress of implementing the Convention on the Rights of Persons with Disabilities (CRPD). Where relevant, it presents data disaggregated by sex and highlights the gender dimension.

The report's overall findings are used by the European Parliament in its report about fundamental rights in the EU. Relevant Council conclusions also refer to FRA's Fundamental Rights Report.

In 2024, a revised Fundamental Rights Report will be issued, based on discussions relating to the amended Founding Regulation of the Agency (Council Regulation (EU) 2022/555).

### Objectives

- Identify and analyse major trends in the field of fundamental rights;
- Assist the EU and its Member States in decision making by providing evidence based opinions;
- Identify and disseminate examples of good practice;
- Improving awareness raising in the area of fundamental rights.

### Activities

- Data collection, analysis and drafting
- Production, translation and dissemination
- Targeted communication activities at EU and national level

### Outputs

- Fundamental Rights Report
- Focus report in French
- FRA opinions and substantiating evidence in all EU languages plus Albanian, Macedonian and Serbian
- 30 country research reports (FRANET)
- Online component of the publication
- Consolidated Annual Activity Report.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	500,000	-	50,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>500,000</b>	-	50,000



## D.2.2 Production and dissemination of FRA output

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Web, Publishing and Promotion

### Policy relevance

The production and dissemination of FRA output entails developing, producing, and disseminating FRA’s multilingual print and online outputs. It includes planning, coordination, implementation and quality control of FRA research outputs, e-learning courses and information material. It also comprises the maintenance of FRA’s corporate website and other online tools, such as databases containing research findings and the e-learning platform.

FRA disseminates the results of its work and raises public awareness through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an accessible format through the appropriate channels, including FRA’s corporate website and social media.

Communication priorities set for 2024 will guide the Agency’s communication and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities.

Production and dissemination activities are carried out both online and offline (print). In this context, a great number of research-related deliverables are produced – as listed under the different project fiches outlined in the previous sections. The Agency uses strategic communication services to ensure timely, relevant and high impact driven dissemination of its findings.

In addition, the Agency will continue to produce information products, including awareness-raising material, and disseminate it to the Agency’s stakeholders.

The online activities are primarily conducted through the Agency’s web and social media presence. They are continuously reviewed to reflect technological developments and their content is regularly updated.

### Objectives

- Communicating FRA’s work to the public and specific target audiences through online, print, audio and audio-visual means
- Informing policymakers, experts and practitioners at EU and national level through print publications, media and online communication channels about a range of fundamental rights issues based on the Agency’s evidence and expertise
- Developing state-of-the-art online communication tools to promote fundamental rights issues
- Improving and diversifying print production to respond to the needs of specific audiences, such as persons with disabilities

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Develop, maintain and update FRA’s website in order to make it more attractive, user friendly, and accessible;</li> <li>- Improve the data visualisation and other online tools (e.g. Media toolkit; European Fundamental Rights Information System);</li> <li>- Produce and disseminate major reports and other types of publications related to the Agency’s activities;</li> <li>- Produce communication material additional to major reports, such as In Briefs, infographics and brochures;</li> <li>- Disseminate relevant output to specific audiences at events and through mailing lists, provided also by the Publications Office of the European Union;</li> <li>- Ensure efficient stock management of publications</li> <li>- Media outreach, monitoring and press clipping service;</li> <li>- Produce translations of FRA deliverables in as many EU languages as financial resources allow;</li> <li>- Further develop FRA’s corporate identity and branding</li> </ul> | <ul style="list-style-type: none"> <li>- FRA website</li> <li>- Data explorer (visualisation) for selected surveys</li> <li>- Translations of outputs into EU languages</li> <li>- Corporate visual identity and branding</li> <li>- Communication products</li> <li>- Various types of print material</li> <li>- Dissemination and stock management</li> <li>- E-learning platform Moodle</li> </ul> |
|--|---|

### Financial Resources

### Human Resources

	Financial Resources			Human Resources		
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	TA	CA	SNE
Equality, Roma and Social Rights	-	-	-	-	-	-
Justice, Digital and Migration	-	-	-	-	-	-
Communication and Events	450,000	-	150,000	-	-	-
Institutional cooperation and networks	-	-	-	-	-	-
<b>Total</b>	<b>450,000</b>	<b>--</b>	<b>150,000</b>			

# Other Activities under Title III

## E.1.1 Performance Planning, Monitoring and Evaluation

### Policy relevance

According to the Article 15, co. 4f of the Agency’s founding regulation (168/2007) effective monitoring and evaluation procedures shall be implemented relating to the performance of the Agency against its objectives according to professionally recognized standards.

The requirements for conducting evaluations at FRA are set in numerous documents, requesting FRA to demonstrate its performance, achievements and impact in the context of financial budgetary pressures and increasing demands from internal and external stakeholders for good governance, accountability and transparency, greater effectiveness and delivery of tangible results. The performance measurement framework (PMF) sets out the practical steps needed to assess the FRA performance elaborating some important aspects (such as defining more precise quantitative and qualitative information to be collected, selecting methods and tools of collecting monitoring data) as well as providing a clear and accurate overview of the extent to which the activities contribute to the realization of FRA’s outcomes.

Monitoring is the systematic collection and analysis of information performed during the implementation of FRA’s projects. It involves carrying out regular internal data collection and analysis activity so as to identify and measure gaps between actual and planned performance at different points in time in the project life cycle. It ultimately aims to inform management decisions, notably in the introduction of timely corrective measures.

Evaluation activities focus on measurement at the level of short term impact, long term impact and aspirational impact as defined in the PMF. These activities can be conducted at different stages of the project’s life cycle, as per ex-ante evaluations, interim or mid-term evaluations, ex-post evaluations and stakeholder review.

### Objectives

- One of the major objectives of FRA performance monitoring and evaluation is to create links between the different levels of its intervention and to collect data regarding both the agency’s (1) outputs and (2) outcomes. Monitoring the performance of FRA will be carried out in accordance with a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) which includes the list of the performance measures;
- The agency has set up Performance Measurement Framework to monitor, report and evaluating on its performance as this will help FRA to manage and evaluate its usefulness, effectiveness and relevance, as well as strengthen the alignment of the organisation’s projects with its strategic objective, main tasks and thematic priorities

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Regarding outputs the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA. At the level of outputs the main sources of information to be used include standard reporting templates and surveys of participants;</li> <li>- Evaluations (ex-ante, interim and ex-post) which are conducted by an independent external evaluator, include surveys, interviews and desk research data supported by focus group meetings organised for the evaluated projects.</li> </ul> | <ul style="list-style-type: none"> <li>- Evaluation Reports</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	50,000	-	50,000
	-	-	-
	-	-	-
<b>Total</b>	50,000	-	50,000

## E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders

### Policy relevance

The research work of FRA as well as cooperation activities with stakeholders are carried out under specific project headings. The appropriations here are intended to cover deliverables and measures on issues and events, which arise during the current financial year, for example responses to requests for the Agency’s assistance and expertise by stakeholders, responses to requests for joint events (e.g. by EU-Presidencies), additional data or information required by research projects that could not have been foreseen, additional data and information for the Fundamental Rights Report, ad hoc expert meetings, including general information/coordination meetings with FRANET contractors. Recent examples for such additional ad hoc requests are

- The report “Respect for and protection of persons belonging to minorities 2008-2010” prepared on request of European Parliament and published September 2011;
- The Joint expert seminar with the Hungarian Presidency on “Protecting victims in the EU: The Road Ahead” (March 2011);
- FRA Opinion on the draft Directive regarding the European Investigation Order (EIO) in criminal matters upon request of European Parliament published in February 2012;
- Conference “Charter of Fundamental Rights of the European Union” in cooperation with Danish Presidency March 2012;
- Responses to stakeholder consultations launched by the European Commission on fundamental rights related issues;
- Expert inputs into EU conferences and events on fundamental rights related topics.
- Different FRA stakeholders depending on the issue.

### Objectives

- All FRA objectives may be addressed through this activity.

### Activities

- Data collection activities will be carried out, as needs may develop;
- Communication & awareness raising activities;
- Project-specific stakeholder communication and awareness raising strategy will be developed.

### Outputs

- Data collection, communication and stakeholder communication activities.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	-	-	-
	-	-	-
	-	-	-
<b>Total</b>	-	-	-

# Other Activities under Title IV

## 0.1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021

### Policy relevance

This project follows the exchange of letters on the implementation of the administrative cooperation arrangement between the Financial Mechanism Office (FMO) and FRA, under the EEA and Norwegian Financial Mechanism 2014-2021 signed in December 2017 and updated in October 2022. Under the scope and objectives agreed, FRA shall act in the role of International Partner Organisation (IPO) and advise the national level Programme Operators of the programme “Roma inclusion and empowerment” in Greece and the programme “Human rights, Roma inclusion and domestic and gender-based violence” in Czechia. Since the Grants announced in July 2021 that no programmes will be implemented in Hungary in the current financial mechanism period, FRA and the Grants engaged in alternative cooperation activities during 2022 to support Grants activities in EU Member States which are Grants’ beneficiaries more broadly. This included the joint organisation of expertise workshops on topics such as communicating fundamental rights, the use of FRA data for fundamental rights programming as well as FRA’s delivery of analysis on areas of possible future activities of the Grants in fields such as civic space, the protection of vulnerable groups, etc. This type of cooperation will also extend to 2023 to cover such fields as national human rights structures more widely.

FRA will also continue to provide advice at an overall strategic level to the Programme Operators and to the FMO, in the preparation and implementation of the agreed programmes. Programme development support as IPO will include the provision of advice and technical assistance in stakeholder consultations, programme agreement meetings; as well as advising on issues related to risk management and communication. In its role as IPO, FRA will provide support during programme implementation, to ensure that the Programmes benefit from FRA good practices, recommendations and expertise. This will include participating in the Cooperation Committee of each Programme and providing input to the development of calls for projects, assess applications received, take part in Selection Committee meetings, as well as any other relevant activities at programme level, including advice relating to projects as required. FRA may also contribute to capacity-building, the communication plan of the programme, outreach seminars, providing advice to relevant entities, raise awareness about funding opportunities, project beneficiaries and achievements. In advising, the Agency pays attention to issues related to the rights of the child, persons with disabilities and gender equality as applicable.

### Objectives

- Provide advice and technical assistance to the FMO, Donors of the EEA and Norway Grants, and national level Programme Operators on programme development and programme implementation in at least two Beneficiary States.
- Provide overall strategic advice to the FMO and Donors on activities in EU Member States which are Grants’ beneficiaries.
- Share promising practices and other findings resulting from FRA research with Programme Operators, the FMO and the Donors

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Programme development support through advice and input to Concept Note, Programme agreement development and participation in kick-off, programme and stakeholder meetings</li> <li>- Programme implementation support, through participation in Cooperation Committees, advice on and selection of projects</li> <li>- Other strategic cooperation, including in the field of communication and civil society development</li> <li>- Provision of strategic advice to EU Member State Programme Operators, the FMO and Donors in applying EU standards on fundamental rights</li> <li>- Annual Meeting between FRA and the Grants and other meetings to facilitate cooperation, including at the operational level, and regarding coordination with other International Partner Organisations as necessary</li> </ul> | <ul style="list-style-type: none"> <li>- Advice and technical assistance provided to programmes in the Czech Republic and Greece</li> <li>- Strategic advice provided to the FMO and Donors through written and oral inputs</li> <li>- Contributions to programme development and implementation meetings and documents, including through membership in Programme Cooperation Committees and Selection Committees</li> <li>- Workshops regarding Grants’ capacity building in cooperation with the FMO and Donors</li> <li>- Advice to the FMO and Donors regarding fundamental rights aspects of programming in their EU beneficiary states</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	-	-	214,286
	-	-	-
	-	-	-
<b>Total</b>	-	-	214,286

## 0.1.2 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building

### Policy relevance

This project focuses on strengthening the capacity-building abilities of the Greek Ombudsperson, so that it can better achieve its purposes relating to the protection of fundamental rights and the promotion of non-discrimination and equal treatment. The European Commission Recommendation on standards for equality bodies C(2018)3850, builds on the Commission’s commitment to encourage and help Member States to improve their capacity to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights. Furthermore, the Strategy to strengthen the application of the EU Charter COM(2020)711final highlights the role of national human rights institutions in ensuring that EU funded programmes are designed and implemented in compliance with the Charter, including through technical assistance for national and local staff to design and implement programmes in a Charter compliant manner.

The project is implemented together with the Greek Ombudsperson under the Programme ‘Good Governance, Accountable Institutions and Transparency’ of the EEA and Norway Grants Financial Mechanism 2014-2021 in Greece, with FRA acting as an international project partner. In this role, FRA will first provide advice and expertise to strengthen the capacity-building abilities of the Ombudsperson’s staff through the provision of reports on the situation, tools and training, mainly on the EU Charter for Fundamental Rights and its implementation, relevant data and EU law and case law as contained in FRA’s handbooks and reports. Secondly, FRA will contribute to strengthening the outreach of the Ombudsperson’s office to relevant public authorities, selectively joining fundamental rights workshops with public authorities organised by the Ombudsperson. FRA will also support the Ombudsperson’s cooperation with civil society organisations and regional and local authorities, which could benefit from the use of FRA’s Charterpedia and EFRIS, for instance.

Given the Ombudsperson’s mandate as the national equality body, the project will have a strong focus on the protection against discrimination and the promotion of equality of groups of persons particularly vulnerable to violations of EU anti-discrimination law, including to multiple discrimination, and likely victims of various forms of violence, such as women, children, and persons with disabilities

### Objectives

- Provide fundamental rights advice and expertise to the Ombudsperson’s staff and public authorities, including at the regional level, to strengthen their ability to protect and promote fundamental rights, with a focus on applying the EU Charter and EU anti-discrimination law

### Activities

- Advice and capacity-building in cooperation with the Greek Ombudsman relating to the application of the Charter in Greece, including in relation to the application of enabling conditions in the implementation of EU funds
- Conducting workshops with Ombudsperson’s staff regarding the application of the EU Charter and law and related case law
- Translation of FRA publications and development of tools to facilitate the use of FRA’s findings and opinions in capacity-building activities
- Selective participation in capacity-building meetings of Ombudsperson’s staff with public authorities and CSOs

### Outputs

- Final project report on how to unfold the potential of EU Fundamental Rights law, and especially the Charter in Greece
- Translation to Greek of FRA Charter tools
- Training workshops on the Charter and specific aspects of fundamental rights protection for Greek Ombudsperson’s staff and contributions to workshops organised by Ombudsperson with public authorities and civil society in the regions

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	-	-	93,540
	-	-	-
	-	-	-
<b>Total</b>	-	-	93,540

## 0.1.3 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims

### Policy relevance

The pre-defined project financed by the EEA/Norway Financial Mechanism aims at ensuring an effective and accessible criminal justice system for victims of crime with a specific focus on victims of hate crime and child victims. FRA’s component will seek to improve the understanding of the contexts in which hate crimes and crimes against children take place, the factors that discourage the victims from reporting such cases – and improve reporting of hate crime. For that purpose, the capacity of respective institutions at national, county and local level will be improved so that victims of crime, especially children and Roma, can benefit from a more effective and efficient justice system without any revictimization. Hate crime against Roma and Roma children as victims of will be a horizontal priority addressed in all elements of the project. The project will contribute to strengthening the relation between relevant national authorities investigating and prosecuting hate crime. It will benefit from the outcomes of other relevant projects addressing the issues of hate crime and children as victims being implemented in Romania, such as the Project “Integrated action for combating hate crimes, particularly against Roma communities, and ensuring a high quality standard of police service” under the Norwegian Financial Mechanism with the Ministry of Interior.

The project will contribute to addressing barriers and gaps in the response of the national authorities to hate crime, its victims and child victims. In particular, it will:

- build capacities among national authorities, the equality body, ombudsperson and CSOs, to encourage reporting of hate crime, with a particular focus on such crimes targeting Roma communities;
- review the current practices of recording and collecting hate crime data and suggest relevant changes;
- build capacities of the Romanian Prosecutor’s Office and other relevant authorities regarding investigation of hate crime, victims’ needs assessment and treatment of victims and child victims in criminal proceedings, with focus on Roma.

FRA’s work will focus on two strands: hate crime and children as victims of crime. Vulnerability of Roma will be a horizontal dimension addressed in both strands. FRA will produce two assessment studies of the existing situation (legal, policy, and on the ground): one in regards to hate crime (with focus on Roma and LGBTI persons) and one on the treatment of child victims in criminal proceedings. Based on the studies’ findings, the foreseen activities will be adjusted as needed. The Prosecutor’s Office of Romania will convene relevant stakeholders – based on FRA’s institutional suggestions. These would include police officers, prosecutors, judges as well as CSOs. The project draws on FRA’s relevant research and expertise on children and justice, hate crime, as well as Roma and antigypsyism. In addition to the two studies, as part of the project, FRA will

- Contribute to the background research for the project and support the establishment of online ‘Community of Practice’ of professionals working in the area of hate crime and children as victims of crime
- Develop guidance for conducting hearings and awareness raising activities and contribute to trainings and the development of training modules
- Develop innovative methods for qualitative data collection that would allow for capturing rights holders’ perspective and help better understand the context in which hate crime and crime against children takes place.

### Objectives

- To provide technical assistance to and build capacity of Romanian authorities in the area of hate crime and child victims, with a focus on Roma.

### Activities

- Desk research and analysis of available information on the situation in regard to hate crime and children as victims of crime
- Analytical review and critical assessment of the current procedures and practices in collecting disaggregated data on hate crime and children as victims of crime
- Qualitative data collection based on a collection of structured interviews and personal narratives to inform the baseline study and the gap analysis on criminal justice responses to hate crime and victims of hate crime
- Developing training packages and trainings on hate crime
- Co-draft common standards for interviewing children
- Co-develop training modules and education material for the training courses on interviewing children and awareness raising of children rights
- Support training of professionals to ensure child-friendly judicial proceedings

### Outputs

- Guidelines on identifying, investigation and prosecution of hate crime, including recommendations on improving reporting and recording data on hate crime
- Guide on investigation and prosecution of crimes against children
- Communication materials (presentations and other inputs) prepared and disseminated
- Training modules and education material developed, using different channels of communication (print, online, videos)
- Trainings to prosecutors and other relevant stakeholders channels of communication (print, online, videos)

### Financial Resources

1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority

FRA DRAFT PROGRAMMING DOCUMENT 2024-2026

	-	-	799,965
	-	-	-
	-	-	-
<b>Total</b>	-	-	799,965

## 0.1.4 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Supporting NHRIs in monitoring fundamental rights and fundamental rights aspects of the rule of law

### Policy relevance

The European Commission Strategy to strengthen the application of the EU Charter of Fundamental Rights (COM(2020)711final) highlights the role of National Human Rights Institutions (NHRIs) in “monitoring the application, implementation and promotion of the Charter on the ground, provide information and support to victims of fundamental rights violations and cooperate with the national institutions to improve their use and awareness of the Charter”. NHRIs can also help ensure that EU funded programmes are designed and implemented in compliance with the Charter, including through technical assistance for national authorities to design and implement programmes in a Charter compliant manner. In the EU, half of the NHRIs have an equality mandate and are acting as equality bodies under EU law. The European Commission Recommendation on standards for equality bodies (C(2018)3850) encourages Member States to improve the capacity of such equality bodies to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights.

A FRA report on NHRIs of 2020 pointed to the need to increase NHRIs’ capacity and knowledge regarding EU law in the field of fundamental rights. It also evidenced that in some Member States NHRIs face challenges to their independence and lack of resources to implement their mandates. For NHRIs to be better equipped to play their role effectively in the field of EU fundamental rights and rule of law processes, including regarding the implementation of the EU Charter of Fundamental Rights, they would benefit from support building their capacity to interact with the EU on these essential topics.

The project seeks to strengthen the NHRIs in seven beneficiary states of the Grants (Bulgaria, Croatia, Estonia, Latvia, Poland, Slovakia and Slovenia) in promoting and protecting fundamental rights and the rule of law, by providing advice and support to the NHRIs and boosting their capacity on EU law, with a focus on the Charter. FRA will implement the project acting as lead partner under the EEA and Norway Grants Fund for Regional Cooperation, together with ENNHRI as expertise partner and the seven NHRIs mentioned above as project partners

### Objectives

- Build the capacity of NHRIs in the field of EU law and fundamental rights, strengthening their role in the implementation of the Charter at national level, including by broadening the institutional knowledge base and abilities of NHRI staff to use the Charter in their work.
- Strengthen the capacity of NHRIs in monitoring fundamental rights and the fundamental rights aspects of the rule of law, by increasing their engagement with relevant EU mechanisms that support fundamental rights and the rule of law at national level.
- Develop the capacity of NHRIs to monitor the Charter conditionality in the implementation of EU funds, as foreseen by the Common Provisions Regulation for eight EU funds.

### Activities

- Data collection and analysis relating to the application of the Charter in the Member State of the respective NHRI
- NHRI staff training by FRA and EU law experts on the Charter and other EU legal instruments
- Support NHRIs in developing a plan of national capacity-building initiatives for various target audiences on the application of the Charter
- Guidance and capacity-building for NHRIs on monitoring compliance with the Charter, including in the use of EU funds
- Capacity-building and support to NHRIs in monitoring the rule of law and contributing to the EU’s rule of law mechanisms, in cooperation with ENNHRI

### Outputs

- Overviews of the fundamental rights situation in the respective countries and an analysis of how the Charter is used by the judiciary, executive, legislature, the NHRI and civil society
- Overviews of the national human rights structures, their mandates and scope of action in the respective Member States, including their interlinkages with EU frameworks
- Transnational exchanges (online and in-person) for mutual learning between NHRIs in terms of knowledge, strategies, practices and approaches
- National capacity-building initiatives on the Charter
- Translations of FRA Charter tools into respective national languages

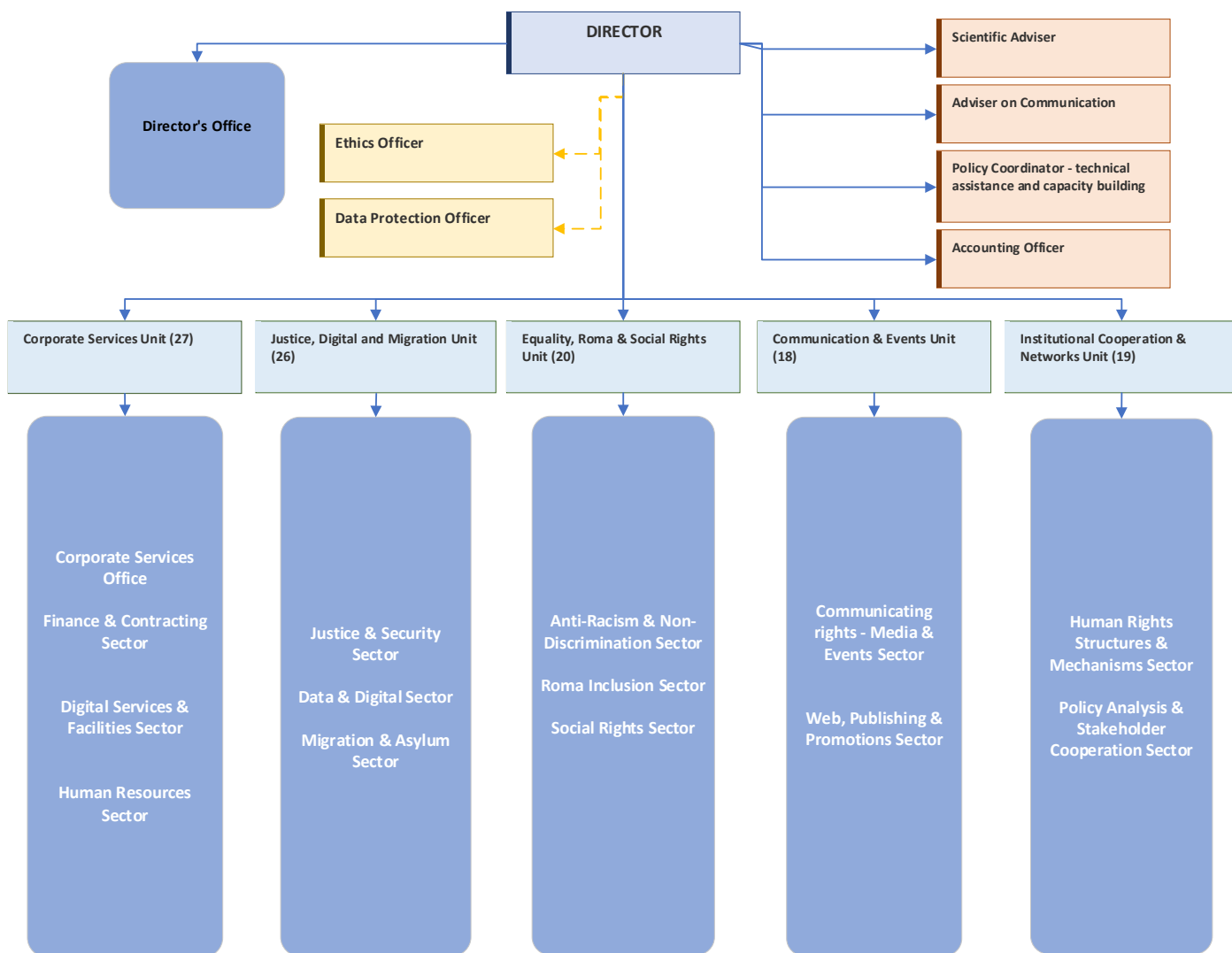
### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	-	-	117,413.62
	-	-	-
	-	-	-
<b>Total</b>	-	-	117,413.62





# ANNEX I: Organisational Chart



# ANNEX II: Resource allocation per Activity 2024

A. EQUALITY, ROMA AND SOCIAL RIGHTS							
A.1) Anti-racism and non-discrimination							
A.1.1 - EU Survey on immigrants and descendants of immigrants					2,000,000	-	200,000
A.1.2 – EU LGBTI Survey III					100,000	-	-
A.1.3 - Fundamental rights protection of persons with disabilities living in institutions					-	-	350,000
A.1.3 - Additional activities in the area of ‘Anti-racism and non-discrimination’					30,000	-	20,000
<u>ACTIVITY GRAND TOTAL</u> A.1 Anti-racism and non-discrimination	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	5	3	2	10	€ 2,130,000	-	€ 570,000
A.2) Social Rights							
A.2.1 - Ageing in digital societies					-	-	250,000
A.2.2 – Towards integrated child protections systems					-	-	250,000
A.2.3 - Additional activities under the sector ‘Social rights’					35,000	-	150,000
<u>ACTIVITY GRAND TOTAL</u> A.2 Social Rights	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	5	-	-	5	€ 35,000	-	€ 650,000
A.3) Roma inclusion							
A.3.1 - Roma Survey					1,500,000	-	-
A.3.2 - Additional activities under the sector ‘Roma inclusion’					20,000	-	20,000
<u>ACTIVITY GRAND TOTAL</u> A.3 Roma inclusion	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	2	2	1	5	€ 1,520,000	-	€ 2,450,000

B. JUSTICE, DIGITAL AND MIGRATION							
B.1) Justice and Security							
B.1.1 - Third FRA survey on discrimination and hate crime against Jews					10,000	-	-
B.1.2 - Antisemitism: Annual update of data collection and technical assistance					11,000	-	-
B.1.3 - Capacity building and technical assistance in the area of hate crime					15,000	-	-
B.1.4 - Procedural safeguards in European Arrest Warrant Proceedings					-	-	-
B.1.5 - Violence against women II: filling the data gap					78,000	-	-
B.1.6 - The impact of addressing terrorist content online on fundamental rights					8,000	-	-
B.1.7 - Digitalisation of justice: fundamental rights guidance					300,000	-	15,000
B.1.8 - Additional activities under the sector ‘Justice and Security’					54,000	-	-

ACTIVITY GRAND TOTAL B.1 Justice and Security	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>6</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>€ 476,000</b>	-	<b>€ 15,000</b>

<b>B.2) Data and Digital</b>							
B.2.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups					-	-	-
B.2.2 GDPR - The Experience of Data Protection Authorities					<b>10,000</b>	-	20,000
B.2.3 Remote Biometric Identification for law enforcement purposes					<b>15,000</b>	-	100,000
B.2.4 Handbook on European law relating to cybercrime and fundamental rights					-	-	120,000
B.2.5 Assessing high-risk artificial intelligence (AI)					<b>15,000</b>	-	25,000
B.2.6 Monitoring hate online – reporting trends					<b>30,000</b>	-	-
B.2.7 Additional activities under the sector ‘Data and Digital’					<b>35,000</b>		

ACTIVITY GRAND TOTAL B.2 Data and Digital	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>2</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>€ 105,000</b>	-	<b>€ 225,000</b>

<b>B.3) Migration and Asylum</b>							
B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration					<b>100,000</b>	-	50,000
B.3.2 Collecting data for EU preparedness and crisis management					<b>250,000</b>	-	100,000
B.3.3 Upholding fundamental rights at borders					<b>250,000</b>	-	100,000
B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)					<b>50,000</b>	-	150,000
B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine					<b>20,000</b>	-	-
B.3.6 Additional activities under the sector ‘Migration and Asylum’					<b>35,000</b>	-	120,000

ACTIVITY GRAND TOTAL B.3 Migration and Asylum	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>5</b>	<b>2</b>	<b>-</b>	<b>7</b>	<b>€ 705,000</b>	-	<b>€ 520,000</b>

## C. INSTITUTIONAL COOPERATION and NETWORKS

### C.1) Human Rights Structures and Mechanisms

C.1.1 EU Fundamental Rights Information System – EFRIS					<b>30,000</b>	-	20,000
C.1.2 Supporting national human rights structures					<b>100,000</b>	-	40,000
C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights					<b>190,000</b>	-	50,000
C.1.4 Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities					<b>5,000</b>	-	20,000
C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds					<b>55,000</b>	-	50,000
C.1.6 Civic space and national rule of law dialogues					<b>150,000</b>	-	45,000
C.1.7 Mapping and tracking developments regarding the fundamental rights structure in Member States					-	-	150,000

ACTIVITY GRAND TOTAL C.1 Human Rights Structures and Mechanisms	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>7</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>€ 530,000</b>	-	<b>€ 375,000</b>

### C.2) Policy Analysis and Stakeholder Cooperation

C.2.1 - Fundamental Rights Platform and cooperation with civil society					<b>50,000</b>	-	30,000
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C.2.2 - Cooperation with and advice to EU institutions, Member States and international organisations					<b>175,000</b>	-	92,000
C.2.3 - Bodies of the Agency					<b>150,000</b>	-	50,000
<u>ACTIVITY GRAND TOTAL</u> C.2 - Policy Analysis and Stakeholder Cooperation	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>6</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>€ 375,000</b>	-	<b>€ 170,000</b>

**D. COMMUNICATION AND EVENTS**

**D.1) Communicating Rights, Media and Events**

D.1.1 - Raising awareness and effectively promoting rights					<b>200,000</b>	-	150,000
D.1.2 - Fundamental Rights Forum					<b>340,000</b>		410,000
<u>ACTIVITY GRAND TOTAL</u> D.1 Communicating Rights, Media and Events	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>5</b>	<b>4</b>	<b>1</b>	<b>10</b>	<b>€ 540,000</b>	-	<b>€ 560,000</b>

**D.2 Web, Publishing and Promotion**

D.2.1 - Annual Reports					<b>500,000</b>	-	30,000
D.2.2 - Production and dissemination of FRA outputs					<b>450,000</b>	-	150,000
<u>ACTIVITY GRAND TOTAL</u> D.2 Web, Publishing and Promotion	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>6</b>	<b>2</b>	<b>-</b>	<b>8</b>	<b>€ 950,000</b>	-	<b>€ 180,000</b>

**E. OTHER OPERATIONAL ACTIVITIES UNDER TITLE III**

E.1.1 Performance, Monitoring and Evaluation					<b>50,000</b>	-	50,000
E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders					-	-	-
<u>ACTIVITY GRAND TOTAL</u> E. Other operational activities under Title III	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>1</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>€ 50,000</b>	-	<b>€ 50,000</b>

**O. OTHER OPERATIONAL ACTIVITIES UNDER TITLE IV**

O.1.1 - Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021					-	-	214,284
O.1.2 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building					-	-	108,790.36
O.1.3 - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims					-	-	374,000
O.1.4 - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Supporting NHRIs in monitoring fundamental rights and fundamental rights aspects of the rule of law					-	-	234,827.24
<u>ACTIVITY GRAND TOTAL</u> O. Other operational activities under Title IV	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	-	-	-	-	-	-	<b>€528,713.62</b>

	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	Total	1 <sup>st</sup> Priority	Overheads	Total cost
<b>A. EQUALITY, ROMA AND SOCIAL RIGHTS</b>							
A.1 - Anti-racism and non-discrimination	5	3	2	10	€ 2,130,000	-	-
A.2 - Social Rights	5	-	-	5	€ 35,000	-	-
A.3 - Roma inclusion	2	1	1	4	€ 1,520,000	-	-
<b>B. JUSTICE, DIGITAL AND MIGRATION</b>							
B.1 - Justice and Security	6	1	1	8	€ 476,000		
B.2 - Data and Digital	2	3	2	7	€ 105,000	-	-
B.3 - Migration and Asylum	5	2	-	7	€ 705,000	-	-
<b>C. INSTITUTIONAL COOPERATION and NETWORKS</b>							
C.1 - Human Rights Structures and Mechanisms	7	1	-	8	€ 530,000		
C.2 - Policy Analysis and Stakeholder Cooperation	6	3	1	10	€ 375,000	-	-
<b>D. COMMUNICATION AND EVENTS</b>							
D.1 - Communicating Rights, Media and Events	5	4	1	10	€ 540,000		
D.2 - Web, Publishing and Promotion	6	2	-	8	€ 950,000	-	-
OTHER ACTIVITIES UNDER TITLE III	1	-	-	1	€ 50,000	-	-
ACTIVITIES GRAND TOTAL	50	20	8	78	€ 7,416,000	-	-
Operational reserves	-	-	-	-	1,504,000	-	-
TOTAL OPERATION					€ 8,920,000		
Support activities	22	12	1	35	-	-	-
<b>GRAND TOTAL</b>	<b>72</b>	<b>32</b>	<b>9</b>	<b>113</b>	<b>€ 8,920,000</b>		

# ANNEX III: Financial resources outlook 2024-2026

TABLE 1 – REVENUE

Revenues	2023	2024
	Revenues estimated by the Agency	Budget Forecast
EU contribution	24,660,395	29,130,000
Other revenue	558,000	603,000
<b>Total revenues</b>	<b>25,218,395</b>	<b>29,733,000</b>

REVENUES	2022	2023	2024		VAR 2024 / 2023	Envisaged in 2025	Envisaged in 2026
	Executed Budget	Revenues	As requested	Budget Forecast			
		estimated by the Agency	by the Agency				
<b>1. REVENUE FROM FEES AND CHARGES</b>	0	0	0		0%	0	0
<b>2. EU CONTRIBUTION</b>	23,748,170	24,660,395	29,130,000		118%	29,691,66	30,284,213
of which Administrative (Title 1 and Title 2)	16,566,404	18,824,000	20,813,000		111%	21,229,260	21,653,845
of which Operational (Title 3)	7,181,766	5,836,395	8,317,000		143%	8,462,400	8,630,368
of which assigned revenues deriving from previous years' surpluses	113,780	85,270			0%	0	0
<b>3. THIRD COUNTRIES CONTRIBUTION</b>	1,989,912	558,000	603,000		108%	636,000	650,000
(incl. EFTA and candidate countries)							
of which EFTA	1,442,912	0	0		0%	0	0
of which Candidate Countries	547,000	558,000	603,000		108%	636,000	650,000
<b>4. OTHER CONTRIBUTIONS</b>	120,000	0	0		0%		

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of which delegation agreement,	0	0	0		0%	0	0
ad hoc grants							
<b>5. ADMINISTRATIVE OPERATIONS</b>	0	0	0		0%	0	0
<b>6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	0	0	0		0%	0	0
<b>7. CORRECTION OF BUDGETARY IMBALANCES</b>	0	0	0		0%	0	0
<b>TOTAL REVENUES</b>	<b>25,858,082</b>	<b>25,218,395</b>	<b>29,733,000</b>		<b>118%</b>	<b>30,327,660</b>	<b>30,934,213</b>

Additional EU funding: grant, contribution and service-level agreements

REVENUES	2023	2024
	Revenues estimated by the Agency	Budget forecast
TOTAL REVENUES		

REVENUES	Additional EU funding: grant, contribution and service-level agreement
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	Executed 2021	Estimated by the Agency 2022	2023		VAR (2023/2022) (%)	Envisaged 2024	Envisaged 2025
			Agency Request	Budget forecast			
Additional EU funding stemming from grants	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Additional EU funding stemming from contribution agreements (FFR art.7)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Additional EU funding stemming from service level agreements (FFR art.43)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL							

TABLE 2 – EXPENDITURE

Expenditure	2023	2024
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	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	15,604,000	15,604,000	17,613,000	17,613,000
Title 2	3,220,000	3,220,000	3,200,000	3,200,000
Title 3	6,394,395	6,394,395	8,920,000	8,920,000
Title 4	-	-	-	-
<b>Total expenditure</b>	<b>25,218,395</b>	<b>25,218,395</b>	<b>29,733,000</b>	<b>29,733,000</b>

EXPENDITURE	Commitment appropriations						
	Executed budget 2022	Budget 2023	Draft Budget 2024		VAR 2024 / 2023	Envisaged in 2025	Envisaged in 2026
			Agency request	Budget forecast			
<b>Title 1</b>	<b>14,278,390</b>	<b>15,604,000</b>	<b>17,613,000</b>		<b>113%</b>	<b>102%</b>	<b>102%</b>
<b>Staff Expenditure</b>			<b>17,965,260</b>	<b>18,324,565</b>			
11 Salaries & allowances	12,792,617	13,685,000	15,590,000		114%	15,901,800	16,219,836
- of which establishment plan posts	9,712,617	10,277,000	11,630,000		113%	11,862,600	12,099,852
- of which external personnel	3,080,000	3,408,000	3,960,000		116%	4,039,200	4,119,984
12 Expenditure relating to Staff recruitment	105,189	192,000	175,000		91%	178,500	182,070
13 Mission expenses	28,000	55,000	60,000		109%	61,200	62,424
14 Socio-medical infrastructure	65,328	70,000	75,000		107%	76,500	78,030
15 Training	125,133	175,000	200,000		114%	204,000	208,080
16 External Services	107,036	140,000	155,000		111%	158,100	161,262
17 Receptions and events	3,000	3,000	3,000		100%	3,060	3,121
18 Social welfare	997,846	1,244,000	1,305,000		105%	1,331,100	1,357,722
19 Other Staff related expenditure	54,242	40,000	50,000		125%	51,000	52,020
<b>Title 2</b>	<b>2,288,014</b>	<b>3,220,000</b>	<b>3,200,000</b>		<b>99%</b>	<b>102%</b>	<b>102%</b>
<b>Infrastructure and operating expenditure</b>			<b>3,264,000</b>	<b>3,329,280</b>			
20 Rental of buildings and associated costs			1,495,253	2,183,000		1,792,000	
21 Information and communication technology	578,678	678,000	760,000		112%	775,200	790,704

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22 Movable property and associated costs	12,356	42,000	32,000		76%	32,640	33,293
23 Current administrative expenditure	49,479	124,000	404,000		326%	412,080	420,322
24 Postage / Telecommunications	109,532	149,000	152,000		102%	155,040	158,141
25 Meeting expenses	2,815	9,000	16,000		178%	16,320	16,646
26 Running costs in connection with operational activities	0	0	0		0%	0	0
27 Information and publishing	943	2,000	2,000		100%	2,040	2,081
28 Studies	38,958	33,000	42,000		127%	42,840	43,697
<b>Title 3 Operational expenditure</b>	<b>4,512,943</b>	<b>6,394,395</b>	<b>8,920,000</b>		<b>225%</b>	<b>9,098,400</b>	<b>9,280,368</b>
30 Justice, Digital and Migration	0	2,894,395	1,286,000		53%	1,311,720	1,337,954
31 Fair and equal societies	1,315,349	0	0		0%	0	0
32 Just, digital and secure societies	634,326	0	0		0%	0	0
33 Migration and asylum	516,525	0	0		0%	0	0
34 Supporting human rights protection systems	983,951	0	0		0%	0	0
35 Communication & Events	1,062,791	1,490,000	1,490,000		100%	1,519,800	1,550,196
36 Equality, Roma & Social Rights	0	870,000	3,685,000		277%	3,758,700	3,833,874
37 Institutional Cooperation & Networks	0	1,040,000	905,000		87%	923,100	941,562
38 Horizontal Operational Activities	0	100,000	50,000		50%	51,000	52,020
39 Reserve for Title 3	0	0	1,504,000		0%	1,534,080	1,564,762
<b>Title 4 Other operational expenditure</b>	<b>121,135</b>	<b>0</b>	<b>0</b>		<b>0%</b>	<b>0</b>	<b>0</b>
40 Cooperation Agreements	121,135	0	0		0%	0	0
<b>TOTAL EXPENDITURE</b>	<b>21,200,481</b>	<b>25,218,395</b>	<b>29,733,000</b>		<b>130%</b>	<b>30,327,66</b>	<b>30,934,213</b>

EXPENDITURE	Payment appropriations						
	Executed budget 2022	Budget 2023	Draft Budget 2024		VAR 2024 / 2023	Envisaged in 2025	Envisaged in 2026
			Agency request	Budget forecast			
<b>Title 1</b>						<b>102%</b>	<b>102%</b>
<b>Staff Expenditure</b>	<b>12,424,752</b>	<b>15,604,000</b>	<b>17,613,000</b>		<b>113%</b>	<b>17,965,260</b>	<b>18,324,565</b>
11 Salaries & allowances	11,170,320	13,685,000	15,590,000		114%	15,901,800	16,219,836
- of which establishment plan posts	8,561,343	10,277,000	11,630,000		113%	11,862,600	12,099,852
- of which external personnel	2,608,977	3,408,000	3,960,000		116%	4,039,200	4,119,984
12 Expenditure relating to Staff recruitment	44,537	192,000	175,000		91%	178,500	182,070
13 Mission expenses	2,708	55,000	60,000		109%	61,200	62,424
14 Socio-medical infrastructure	31,138	70,000	75,000		107%	76,500	78,030
15 Training	54,514	175,000	200,000		114%	204,000	208,080
16 External Services	104,522	140,000	155,000		111%	158,100	161,262
17 Receptions and events	361	3,000	3,000		100%	3,060	3,121
18 Social welfare	978,831	1,244,000	1,305,000		105%	1,331,100	1,357,722
19 Other Staff related expenditure	37,822	40,000	50,000		125%	51,000	52,020
<b>Title 2</b>						<b>102%</b>	<b>102%</b>
<b>Infrastructure and operating expenditure</b>	<b>2,019,223</b>	<b>3,220,000</b>	<b>3,200,000</b>		<b>99%</b>	<b>3,264,000</b>	<b>3,329,280</b>
20 Rental of buildings and associated costs	1,457,417	2,183,000	1,792,000		82%	1,827,840	1,864,397
21 Information and communication technology	446,789	678,000	760,000		112%	775,200	790,704
22 Movable property and associated costs	11,187	42,000	32,000		76%	32,640	33,293
23 Current administrative expenditure	44,475	124,000	404,000		326%	412,080	420,322
24 Postage / Telecommunications	56,374	149,000	152,000		102%	155,040	158,141

25 Meeting expenses	2,037	9,000	16,000		178%	16,320	16,646
26 Running costs in connection with operational activities	0	0	0		0%	0	0
27 Information and publishing	943	2,000	2,000		100%	2,040	2,081
28 Studies	0	33,000	42,000		127%	42,840	43,697
<b>Title 3 Operational expenditure</b>	<b>1,422,651</b>	<b>6,394,395</b>	<b>8,920,000</b>		<b>225%</b>	<b>102%</b> <b>9,098,400</b>	<b>102%</b> <b>9,280,368</b>
30 Justice, Digital and Migration	0	2,894,395	1,286,000		53%	1,311,720	1,337,954
31 Fair and equal societies	423,527	0	0		0%	0	0
32 Just, digital and secure societies	88,072	0	0		0%	0	0
33 Migration and asylum	225,186	0	0		0%	0	0
34 Supporting human rights protection systems	407,144	0	0		0%	0	0
35 Communication & Events	278,721	1,490,000	1,490,000		100%	1,519,800	1,550,196
36 Equality, Roma & Social Rights	0	870,000	3,685,000		277%	3,758,700	3,833,874
37 Institutional Cooperation & Networks	0	1,040,000	905,000		87%	923,100	941,562
38 Horizontal Operational Activities	0	100,000	50,000		50%	51,000	52,020
39 Reserve for Title 3	0	0	1,504,000		0%	1,534,080	1,564,762
<b>Title 4 Other operational expenditure</b>	<b>390,085</b>	<b>0</b>	<b>0</b>		<b>0%</b>	<b>102%</b> <b>0</b>	<b>102%</b> <b>0</b>
40 Cooperation Agreements	390,085	0	0		0%	0	0
<b>TOTAL EXPENDITURE</b>	<b>16,256,710</b>	<b>25,218,395</b>	<b>29,733,000</b>		<b>130%</b>	<b>30,327,660</b>	<b>30,934,213</b>

TABLE 3 – BUDGET OUTFURN AND CANCELLATION OF APPROPRIATIONS (2020 - 2022)

Budget outturn	2020	2021	2022
Revenue actually received (+)	24,081,330	24,967,635	
Payments made (-)	- 17,146,784	- 17,954,380	
Carry-over of appropriations (-)	- 7,752,486	- 7,845,822	

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Cancellation of appropriations carried over (+)	114,674	85,913	
Adjustment for carryover of assigned revenue appropriations from previous year (+)	817,941	832,567	
Exchange rate differences (+/-)	- 893	- 643	
Adjustment for negative balance from previous year (-)	-	-	
<b>Total</b>	<b>113,780</b>	<b>85,270</b>	

# ANNEX IV: Human resources - quantitative

**TABLE 1 – STAFF POPULATION AND ITS EVOLUTION; OVERVIEW OF ALL CATEGORIES OF STAFF**
**A. Statutory staff and SNE**

Staff	Year 2022			Year 2023	Year 2024	Year 2025	Year 2026
Establishment plan posts	Authorised Budget	Actually filled as of 31/12/2022	Occupancy Rate %	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Administrators (AD)	48	45	93.75%	48	48	48	48
Assistants (AST)	24	23	95.83%	24	24	24	24
Assistants/Secretaries (AST/SC)	-	-	-	-	-	-	-
<b>Total establishment plan posts</b>	<b>72</b>	<b>68</b>	<b>94.44%</b>	<b>72</b>	<b>72</b>	<b>72</b>	<b>72</b>
External staff	FTE corresponding to the authorised budget	Executed FTE as of 31/12/2022	Execution Rate %	Headcount as of 31/12/2022	FTE corresponding to the authorised budget	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	32	28.4*	88.75%	29*	34	34	34
Seconded National Experts (SNE)	9	8.8**	97.78%	9**	9	9	9
<b>Total external staff</b>	<b>41</b>	<b>37.2*</b>	<b>90.73%</b>	<b>38*</b>	<b>43</b>	<b>43</b>	<b>43</b>
<b>GRAND TOTAL</b>	<b>113</b>	<b>105.2*</b>	<b>93.10%</b>	<b>110*</b>	<b>115*</b>	<b>115*</b>	<b>115*</b>

\*including 1 additional CA FG III recruited under FTE – temporary replacement assignment.

\*\*including 1 Cost-free SNE

B. Additional external staff expected to be financed from grant, contribution or service-level agreements

Human Resources	Year 2023	Year 2024	Year 2025	Year 2026
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	4***	3***	0	0
Seconded National Experts (SNE)	2***	2***	0	0
<b>TOTAL</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>

\*\*\* Four [4] CA FG IV posts recruited under the Financial Mechanism Office (FMO).

C. Other Human resources

Structural service providers

Other (specify) ....	0
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Interim workers

	Actually, in place as of 31/12/2022
Security	2
IT	0
Cleaners	3
Other (specify) ....	0

	Total FTEs in year 2022	
Number	- 0	

TABLE 2 – MULTI -ANNUAL STAFF POLICY PLAN YEAR 2023, 2024, 2025

Function group and grade	Year 2022				Year 2023		Year 2024		Year 2025		Year 2026	
	Authorised Budget		Actually filled as of 31/12/2022		Authorised budget		Envisaged		Envisaged		Envisaged	
	Perman ent posts	Temporary posts	Permanent posts	Temporary posts	Perm. posts	Temp posts	Perm. posts	Temp posts	Perm Posts	Temp posts	Perm. posts	Temp. posts
AD 16	-	-	-	-	-	-	-	-	-	-	-	-
AD 15	-	1	-	1	-	1	-	-	-	-	-	1
AD 14	-	4	-	1	-	4	-	3	-	3	-	3
AD 13	-	3	-	2	-	3	-	2	-	3	-	4
AD 12	-	1	-	2	-	3	-	5	-	6	-	7
AD 11	-	6	-	5	-	7	-	7	-	8	-	9
AD 10	-	11	-	5	-	9	-	10	-	10	-	9
AD 9	-	9	-	9	-	10	-	10	-	9	-	9

FRA DRAFT PROGRAMMING DOCUMENT 2024-2026

AD 8	-	10	-	11	-	7	-	6	-	5	-	4
AD 7	-	3	-	5	-	2	-	2	-	3	-	4
AD 6	-	-	-	2	-	2	-	6	-	5	-	3
AD 5	-	-	-	2	-	-	-	2	-	1	-	-
<b>Total AD</b>	-	<b>48</b>	-	<b>45</b>	-	<b>48</b>	-	<b>53</b>	-	<b>53</b>	-	<b>53</b>
AST 11	-	-	-	-	-	-	-	-	-	-	-	-
AST 10	-	3	-	-	-	2	-	2	-	2	-	2
AST 9	-	3	-	6	-	3	-	4	-	5	-	6
AST 8	-	3	-	0	-	3	-	4	-	4	-	4
AST 7	-	5	-	7	-	6	-	5	-	5	-	5
AST 6	-	7	-	6	-	6	-	5	-	5	-	5
AST 5	-	3	-	3	-	2	-	2	-	2	-	2
AST 4	-	-	-	1	-	2	-	4	-	3	-	2
AST 3	-	-	-	-	-	-	-	-	-	-	-	-
AST 2	-	-	-	-	-	-	-	-	-	-	-	-
AST 1	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST</b>	-	<b>24</b>	-	<b>23</b>	-	<b>24</b>	-	<b>26</b>	-	<b>26</b>	-	<b>26</b>
AST/SC6	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC5	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC4	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC3	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC2	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC1	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST/SC</b>	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	-	<b>72</b>	-	<b>68</b>	-	<b>72</b>	-	<b>77</b>	-	<b>77</b>	-	<b>77</b>
<b>GRAND TOTAL</b>	-	<b>72</b>	-	<b>68</b>	-	<b>72</b>	-	<b>77</b>	-	<b>77</b>	-	<b>77</b>

External personnel

Contract Agents

Contract agents	FTE corresponding to the authorised budget 2022	Executed FTE as of 31/12/2022	Headcount as of 31/12/2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025	FTE corresponding to the authorised budget 2026



Function Group IV	20	17.8	18	21	27	27	27
Function Group III	10	8.6*	9*	11	13	13	13
Function Group II	2	2	2	2	2	2	2
Function Group I	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>32</b>	<b>28.4*</b>	<b>29*</b>	<b>34</b>	<b>42</b>	<b>42</b>	<b>42</b>

\*including 1 additional CA FG III recruited under FTE – temporary replacement assignment.

**Seconded National Experts**

Seconded National Experts	FTE corresponding to the authorised budget 2022	Executed FTE as of 31/12/2022	Headcount as of 31/12/2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025	FTE corresponding to the authorised budget 2026
TOTAL	9	8.8**	9**	9	9	9	9

\*\*including 1 Cost-free SNE

TABLE 3 - RECRUITMENT FORECASTS FOR YEAR 2024 FOLLOWING RETIREMENT/MOBILITY OR NEW REQUESTED POSTS

Job title in the Agency	Type of contract (Official, TA or CA)		TA/Official		CA  Recruitment Function Group (I, II, III or IV)
	Due to foreseen retirement/mobility	New post requested due to additional tasks	Function group/grade of recruitment Internal (Brackets) and external (single grade) foreseen for publication		
			Internal (brackets)	External (brackets)	
Head of Unit	1 TA (AD14)		AD9-AD12	AD9	
Adviser	1 TA (AD13)		AD5-AD6	AD5-AD6	
Administrator/Officer	1 TA (AD8)	5 TA (AD5)	AD5-AD6	AD5	
Assistant	1 TA (AST9)	2 (AST3)	AST1 – AST4	AST3	
Administrative Agent					

Number of inter-agency mobility Year 2022 from and to the Agency: 2

## A. New Tasks

With the adoption of Regulation 2022/555 amending FRA's founding Regulation, **FRA's mandate has been expanded to include new activities under the former third pillar, namely in the areas of police cooperation and judicial cooperation in criminal matters.** These new tasks in the area of police and judicial cooperation require the Agency to have sufficient resources and appropriate expertise. Requests to work in these areas have increased as of 2022 under the amended Regulation. For example, as part of its new role within the EU Innovation Hub on Internal Security, FRA has been requested to provide its expert input into the work of the innovation labs of JHA Agencies, encompassing Europol's work in the area of law enforcement and artificial intelligence. These requests grow in number and go beyond what the Agency is able to deliver due to lack of resources, especially given the large-scale nature of these projects involving often complex operational, technical and legal issues. In this context, the Agency has also been asked to contribute to, or to initiate, a number of its own projects in the area of police and judicial cooperation, which it is unable to do.

It is therefore imperative that the Agency is offered the possibility in the years following the adoption of its amended Founding Regulation to increase its operational capacity with profiles covering the areas of police and judicial cooperation in criminal matters.

Considering the adoption of the new Regulation and the new work it brings with it, and the constant increase in existing tasks (further explained under the '*Growth of existing tasks*'), it is assessed that there is the need to re-adjust the establishment plan in 2023 and 2024, by increasing it with **5 AD positions and 2 ASTs**. These positions would be supported by **6 Contractual Agents FGIV and 2 Contractual Agents FGIII**.

### POLICE AND JUDICIAL COOPERATION IN CRIMINAL MATTERS

The amendment of FRA's Founding Regulation in 2022 resulted in the Agency being able to undertake research and provide expert input in the field of police and judicial cooperation in criminal matters. As a result of the amendment, European institutions, bodies and agencies have increased their requests for FRA's evidence-based advice in these areas.

Europol has increased its requests for FRA's input with respect to the provision of fundamental rights expertise and detailed commentary on proposed and on-going work in the field of law enforcement and artificial intelligence, which extends beyond the narrow field of data protection.

FRA's membership in the EU Innovation Hub on Internal Security – in line with the specific call of the Standing Committee on Operational Cooperation on Internal Security (COSI), and as specified under the Hub's 2022 Terms of Reference<sup>1</sup> – has resulted in a growing number of requests to the Agency to provide substantive fundamental rights input on proposed and on-going operational projects that are encompassed under the Hub by different Agencies. However, in 2022 – as a reflection of limited resources – the Agency had to turn down a number of requests by Europol and other JHA Agencies who are part of the Hub to undertake a fundamental rights 'compliance' check with respect to planned and contracted research, projects and activities.

The legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, with FRA's participation. These bodies, which will

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<sup>1</sup> Europol Innovation Hub: EDOC- 1193825-v26-Terms\_of\_Reference\_-\_Hub\_Team\_-\_cooperation\_EU\_Innovation\_Hub\_for\_Internal\_Security\_-\_final.PDF

review screening rules to identify irregular migration and internal security risks, with implications for law enforcement, are – due to their delicate nature – expected to entail significant workload.

The Commission is increasingly reaching out to FRA for ad-hoc input to feed into its work in this area; for example in the area of pre-trial detention and conditions of criminal detention, procedural rights in European Arrest Warrant proceedings, or fundamental rights challenges in the area of terrorism and radicalisation. The Agency is currently unable to extend its work to more Member States – encompassing interventions with the judiciary – in all areas where the Commission requests input.

The European Parliament has also increasingly approached the Agency requesting ad-hoc input into its legislative work, for example in relation to the Advance Passenger Information or Prum II files, and with respect to specific research in the area of surveillance; for example for the PEGA Committee.

With the forthcoming appointment of a FRO at Europol, there are expectations that FRA will step-up engagement with Europol along the lines of its intensive engagement with Frontex after the appointment of their Fundamental Rights Officer (FRO) – which involves weekly discussions and several formal levels of intervention.

The period 2022-2023 is also seeing increased requests from CEPOL under the MoU between the Agencies to provide specific training to police across the Member States in relation to different fields – including hate crime and victims of crime (among others).

The Agency would be in a unique position to provide comprehensive fundamental rights input and expertise in the field of police and judicial cooperation in criminal matters, to other JHA Agencies working in this field, alongside the EU Institutions, if it had the appropriate level of staffing to respond to these new and growing requests.

Human resources need for 2023 -2025 for new tasks:

- **4 ADs, 2 ASTs, 4 CA FGIV and 2 CA FGIII**, with the following profiles:
  - **1 AD; 1 CA FG IV** - Legal experts – focusing on criminal law;
  - **1 AD; 1 CA FG IV; 1 CA FG III** - Experts with practitioner experience;
  - **1 AD; 1 AST; 1 CA FG IV; 1 CA FG III** - Technical experts to support the work in AI and related technological developments with respect to law enforcement and the judiciary;
  - **1 AD; 1 AST; 1 CA FG IV** - Fundamental rights experts with direct experience of having worked with law enforcement and the judiciary in the field of criminal law.

## **B. Growth of Existing Tasks**

Several existing and several new EU law instruments in the field of justice and home affairs assign specific tasks to FRA. Pending legislation, further envisaged new activities for the agency are particularly in the fields of migration and asylum where FRA is extensively referred to in law with specific tasks, which is closely linked to digitalisation and artificial intelligence, whereas the Agency's human resources were not increased since 2017.

FRA has assessed the impact in the growth in existing tasks included in existing and proposed instruments and policy documents vis-à-vis its in-house capacity to meet new demands. It is therefore imperative that the Agency is offered the possibility in the coming years to respond positively to growth areas where there is demand.

### **MIGRATION AND ASYLUM – INCLUDING WORK ON UKRAINE**

The increased focus on fundamental rights embedded in recent EU law instruments resulted in the following tasks:

- Regulations (EU) 2021/1147 and (EU) 2021/1148 require the European Commission to consult the Agency on national programmes under the Asylum, Migration and Integration Fund and under the Integrated Border Management Fund. This has triggered significant workload.
- Council Regulation (EU) 2022/922 strengthen fundamental rights in Schengen Evaluations. Based on the requirements of the Regulation, the European Commission has requested FRA's support with the training of Schengen evaluators as well as the provision of data and information needed to adequately cover fundamental rights aspects during evaluations. The European Commission also requests FRA to regularly accompany the one-week onsite missions to Member States and to support the preparation of such missions.

- The proposed Screening Regulation<sup>2</sup> suggest establishing national independent mechanisms to monitor fundamental rights compliance at EU external borders, tasking the Agency to develop guidance and to support Member States in this regard. In Croatia, FRA chairs the Advisory Board of the recently established Independent Monitoring Mechanism.
- In relation to Greece, under the Memorandum of Understanding on the new centre to be constructed in Lesbos (Commission decision of 2 December 2020) FRA is requested to advise the EU and national actors on a variety of fundamental rights issues relating to the first reception of asylum applicants.
- The founding regulations with Justice and Home Affairs Agencies – in particular FRONTEX, the EUAA, eu-LISA require them to cooperate with FRA on fundamental rights issues. As such JHA agencies are subject to increased fundamental rights scrutiny, FRA had to enhance its engagement providing expertise not only on how to tackle fundamental rights challenges but also on how to build and strengthen their internal fundamental rights mechanisms. These tasks are embedded in FRA’s bilateral cooperation arrangements<sup>3</sup> with them, flow from the network of JHA Agencies or is provided through the relevant Agency Consultative Forum.
- The Agency has seen a **growth in tasks with respect to the provision of unique evidence and data for the EU as a result of the Russian war of aggression in Ukraine**. This includes:
  - A large-scale survey on women’s experiences of violence and related human rights abuses who have fled Ukraine and are now in the EU
  - Additional survey and related data collection on the implementation on the ground of the Temporary Protection Directive, and the production of dedicated Ukraine Bulletins based on FRA’s data. T
  - This data, which is not provided by other Agencies, feeds directly into the EU mechanism for preparedness and crisis management (Blueprint Network)<sup>4</sup> established with the Pact on Migration and Asylum and to which FRA is required to participate. *FRA provided data to and attended some 100 meetings to date, most focusing on Ukraine.*

The level of requests for the Agency’s support and expertise from EU institutions and Member States has increased steeply in these fields. This creates a significant workload for the Agency. Thus, it is necessary to reinforce the Agency’s operational support by expanding the pool of its in-house experts to fulfil these growing tasks.

## DIGITALISATION, ARTIFICIAL INTELLIGENCE AND FUNDAMENTAL RIGHTS

The Agency is receiving increased demands for its expert input in the fields of information society, digital services, big data and artificial intelligence (AI), given the wide impact on fundamental rights of digitalisation and new technological developments, coupled with an intense period of (EU) policy making during 2022-2023.

- New legislation has been adopted recently, such as the Digital Services Act (DSA)<sup>5</sup> and the Digital Markets Act (DMA), and new legislation has been proposed by the European Commission and is currently being negotiated by the co-legislators, such as the proposal for an Artificial Intelligence Act<sup>6</sup> and the AI liability directive. FRA has built up an important reputation in this field, through several research projects, and its membership of and contributions to high-level policy processes such as the Commission’s High-Level Expert Group on AI and

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<sup>2</sup> See Proposal for a Regulation of the European Parliament and of the Council introducing a screening of third country nationals at the external borders and amending Regulations (EC) No 767/2008, (EU) 2017/2226, (EU) 2018/1240 and (EU) 2019/817, Article 7.

<sup>3</sup> Cooperation arrangement with [Frontex](#), signed on 26 May 2010; working arrangement with [eu-LISA](#) signed on 6 July 2016; working arrangement with the [European Asylum Support Office](#) signed on 11 June 2013.

<sup>4</sup> Commission Recommendation (EU) 2020/1366 of 23 September 2020 on an EU mechanism for preparedness and management of crises related to migration.

<sup>5</sup> Recital 107 of the Digital Services Act (Regulation (EU) 2022/2065) states that the ‘Commission may invite the Fundamental Rights Agency or the European Data Protection Supervisor to express their opinions on the respective code of conduct’ in relation to online platforms’ codes of conduct that support the implementation of the DSA and the Commission encourages platforms to draw up.

<sup>6</sup> Several amendments suggested by the European Parliament to the proposed AI Act, suggest FRA to have a role in the oversight board or related tasks (see Amendment 1506 in relation to Article 7 (c), Amendment 2429, 2431 and 2432 on Article 57 (1), Amendment 2435 in relation to Article 57 (1), and Amendment 2471 in relation to Article 57 a))

the High-Level Group on Information Systems and Interoperability. As a consequence, the Agency is receiving increasing demands to contribute with its fundamental rights expertise to the AI area; in particular concerning direct requests from Commission services for input and exchange at very regular intervals, alongside the EP.

- Under the draft AI Act - FRA has been suggested to become an observer in the European AI Board by the European Data Protection Supervisor (EDPS) and European Data Protection Board (EDPB) in its joint opinion on the proposed AI Act (EDPB-EDPS Joint Opinion 5/2021), while other institutions have supported an increased role for the Agency.
- In January 2022, the European Commission also published its European declaration on digital rights and principles, which is an area that FRA could contribute to with its research and data. FRA is also engaged with other EU Agencies working on AI related matters, and is requested to provide input, including with respect to eu-LISA and the AI work of the European Food Safety Authority (EFSA) – to name just two examples.
- Legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, with FRA's participation.
- FRA's engagement with the Council of Europe has progressively increased over the last years; namely – FRA was a participant to several committees related to AI, most notably the adhoc Committee on AI (CAHAI) from 2019 to 2021. In 2022 and 2023, FRA – as part of the EU Delegation – is a participant at the Council of Europe (CoE) Committee on Artificial Intelligence (CAI), where we are asked to provide concrete input on the basis of our research and expertise, with participation expected at several preparatory and official meetings throughout 2023.
- FRA also stepped up its exchanges with other international organisations working on AI policy, and is a member of a dedicated group that exchanges on AI policy; including the OECD, UNESCO, the World Bank, the European Commission, and the Council of Europe (globalpolicy.ai).
- FRA is also stepping-up its cooperation with the OSCE on matters linked to AI, such as joining several workshops on AI and freedom of expression, which will continue and expand in 2023 given legal and policy developments in the EU.
- The increased demand for input in relation to digitalisation and AI also includes the areas of equality and social rights – as AI and digitalisation is mainstreamed across all areas of our lives.

## EU's GREEN DEAL – BUSINESS AND HUMAN RIGHTS

Since 2020 the Agency has been a member of two advisory bodies related to the EU's green deal, with more requests increasing FRA's involvement being foreseen as of 2023:

- On 21 April 2021, the European Commission adopted a legislative proposal for a Corporate Sustainability Reporting Directive (CSRD) which aims at requiring companies to report in compliance with European sustainability reporting standards. Part of this is the establishment of a Project Task Force in the European Financial Reporting Advisory Group (EFRAG) with FRA being appointed as observer in March 2022 and participating in the meetings of the Advisory Group. EFRAG would be the technical advisor to the Commission developing draft EU Sustainability Reporting Standards (ESRS) and conducting impact analyses.
- At the beginning of 2023, the Platform on Sustainable Finance will be replaced by a new Platform (Platform on Sustainable Finance 2.0). The mandate of the new platform will run until the end of 2024 and again includes FRA as a formal member in the Advisory Body, with higher expectations vis-à-vis FRA to represent the "social dimension" in the platform. The expectations by external stakeholders are likely to increase in 2023 given the significant relevance of the file to the EU's policy priority regarding the Green Deal. The regulation seeks to define and refine the requirements for investments in the EU to be green and sustainable.

## CIVIC SPACE AND THE RULE OF LAW

The Agency continues to enhance its outreach to civil society and regularly report on the civic space, the “dialogue with civil society” being laid down in FRA’s founding regulation together with the maintenance of the Fundamental Rights Platform. This complements and reinforces the European Commission’s own focus on “developing civic space and citizen participation to bolster democratic resilience from within” as foreseen by its 2023 work programme, and on the annual rule of law reporting:

- The Rule of law report 2022 announces that the European Commission aims to pursue follow-up to the report “with civil society at national level in cooperation with Commission Representations and the Fundamental Rights Agency”. The FRA, working in close cooperation with the Commission, has developed a concept for such national rule of law dialogues which are organised in a multi-stakeholder composition. The concept was successfully piloted in 2022 and the Agency will be expected to continue this new work thereby contributing the development of the rule of law at national level.
- Systematically upholding the rule of law across all Member States was an objective formulated by the Conference on the Future of Europe and continues to be one of the Commission’s policy priorities as per its 2023 work programme.

### DEMAND FOR REGULAR SURVEYS AND ANALYSIS ON NON-DISCRIMINATION AND ROMA INCLUSION

Large-scale quantitative surveys (encompassing more than 100,000 respondents in the case of online surveys) are requested by the Commission on a regular basis in order to provide data that is otherwise not collected at national or EU level.

- The Agency is requested by the Commission to undertake regular survey data collection on (1) Roma, (2) immigrants and their descendants, (3) Jewish communities, and (4) LGBTI people.
- The data from these surveys facilitate the Commission to report on its relevant Strategies and action plans, as well as to aspects of the implementation of the European Pillar of Social Rights, in the absence of alternative sources on ethnic, religious and sexual minorities.
- Specifically, as regard Roma inclusion FRA is requested to support the Member States in their efforts to collect data and the Commission in reporting on progress made concerning the 2020 EU Roma Strategic Framework for equality, inclusion and participation. Moreover, statistical data collected through large scale surveys on Roma across several Member States are used by the Commission and the Council to develop Country Specific Recommendations in the context of the European Semester.
- In addition, the Agency – in partnership with EIGE and in close cooperation with Eurostat – is undertaking survey research in 2023 on women’s experiences of violence which serves to fill a gap in Eurostat’s data collection that does not cover all Member States. In parallel in 2023, FRA is undertaking a dedicated survey of women who have fled the Russian aggression in Ukraine with respect to their experiences of violence and related human rights abuses.

The surveys conducted by FRA are resource intensive with respect to both budget and staff. In order to effectively develop and manage surveys and other forms of data collection and analysis that the Agency is engaged in in parallel additional financial and human resources are necessary in order to produce statistical results in a timely manner and to high quality standards.

Human resources needs for 2023 -2025:

- 1 ADs, 2 CAs FGIV with the following profiles:
  - 1 AD; 1 CA FG IV - to reinforce FRA’s response for the growth of existing tasks in the area of artificial intelligence, biometrics, quantitative research and data analysis.
  - 1 CA FGIV – to reinforce FRA’s work on a range of fundamental rights affected by the Russian aggression in Ukraine.



### C. Negative priorities/decrease of existing tasks

The amount of additional tasks assigned to FRA has grown significantly since mid-2015, when the European Union was confronted with the increased arrival of refugees and migrants, with new internal security challenges (including the impact of the war in Ukraine) and with the growth of technological responses to these challenges – including through the use of digitalisation and artificial intelligence. These have added to increasing calls on the Agency to step-up its work in related policy areas, increase the regularity of its surveys and reinforce its engagement with new technological developments – as on artificial intelligence and digitalisation in the area of law enforcement and justice.

To meet increased demand for its work, FRA introduced economies of scale and tailored the structure of the Agency to reallocate where possible human and financial resources. Thus, a number of projects and deliverables requested by the Agency’s stakeholders were de-prioritised. This includes the project on digitalization and old age which was scaled-down in 2022; limiting activities related to technical assistance to Member States on Roma inclusion in 2022 onwards; for the period 2023/24, redesigning the immigrants survey to apply an online methodology while reducing its scope and country coverage; and for the same period reducing the number of Member States covered by the Roma survey due to the high cost of random sampling and conducting face-to-face surveys in these countries.



# ANNEX V: Human resources – qualitative

## A. RECRUITMENT POLICY

### Implementing rules in place

		Yes	No	If no, which other implementing rules are in place
Engagement of CA	Model decision C(2019)3016	X		
Engagement of TA	Model decision C(2015)1509	X		
Middle management	Model decision C(2018)2542	X		
Type of posts and post titles	Model Decision C(2018)8800		X	FRA applies by analogy decision C(2013)8979

The Agency employs temporary agents 2(f) with the exception of the Director, who is temporary agent 2(a), contract agents 3(a), and seconded national experts who are seconded to the Agency and remain in the employment of their seconding organisation. Detailed rules on the employment of temporary agents 2(f) are set out in the general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of employment of other servants of the European Union (EB decision 2015/01 of 23 September 2015). Employment of contract agents is governed by EB decision 2019/03 of 16 May 2019. Employment of seconded national experts is governed by the rules on seconded national experts (MB decision 2017/01 of 11 April 2017) which are based on the Commission's ones adapted to the Agency's requirements.

FRA in order to meet its objectives has identified the following generic job profiles:

- Advisers: undertake duties such as coordination, representation, analysis and advice, which represent a high added value for the Agency. They require special qualities of the person concerned and, in particular, special expert knowledge and special experience and the capacity to provide guidance of high added value. Typically, these posts would be filled by Temporary Agents in the bracket AD13-AD14.
- Middle Managers: provide strategic and financial management and supervise the operational management within their respective fields covering different areas of FRA activities in respect of sound financial management. Typically, these posts would be filled by Temporary Agents in the bracket AD9-AD12.
- Administrators/ Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas, coordinate specific areas of work or represent FRA in external activities. Typically, these posts would be filled by Temporary Agents in the bracket AD5-AD8 and Contract Agents FGIV. Seconded National Experts also perform similar tasks..
- Assistants: provide support in the drafting of documents and assistance in the implementation of policies and procedures in areas such as administration, procurement, finance, human resources, research, communication, under the supervision of a higher level function. Typically, these posts would be filled by Temporary Agents in the bracket AST1-AST9 and by Contract Agents Function Group III.
- Administrative agents: provide secretarial and/or clerical support in operational and administrative areas. Typically, these posts would be filled by Contract Agents Function Group II.

In addition to the abovementioned generic profiles, the Agency in order to increase its efficiency and effectiveness in 2012 adopted a decision (Decision HRP/030/2012) on the assignment of Heads of Sectors. Their role is to co-ordinate and supervise specific activities undertaken by staff in the sector they are responsible for. This function is only to be found in the Corporate Services Unit.

In terms of type of contract and recruitment grade for the different type of functions presented above, FRA has identified all temporary agent posts, with the exception of the Director, as posts of long-term duration.

#### a. Temporary agents on long term employment

Temporary agents, 2(f), are used for most roles, both managerial and operational, in the Agency, except of the role of Director and those roles that are filled by contract agents. The criteria of the Agency in the identification of the posts as being of a long-term duration are the following:

- for posts covering tasks of a permanent nature as resulting from the mandate and Work Programme of the Agency; and
- to safeguard continuous expertise in the specific areas of human rights

Long-term temporary agents will be recruited at the levels indicated below in order to permit a long-term career development:



## FRA DRAFT PROGRAMMING DOCUMENT 2024-2026

- AST/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)<sup>7</sup>
- AST 1 to AST 4 for the assistant function group (AST)
- AD 5 to AD 8 for the administrator function group (AD).

The determining factor in deciding on the appropriate entry point is the level of experience that the candidate needs in order to assume the responsibilities of the role.

Long-term temporary agents will also be recruited at the level of AD 9 to AD11 and in exceptional cases at grade AD 12 for middle management, and grades AD 13 and AD 14 for adviser positions. Recruitment of middle managers at grades AD9-AD11, and in exceptional cases at grade AD12 shall remain within the limits of 20% of recruitments per year over a rolling period of five years for long-term employment within the Agency.

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

Internal selection procedure notices are advertised in parallel with the open selection within the Agency, outlining the job description and the candidate requirements. If there are not sufficient qualified candidates through the internal selection process, the process moves to the inter-institutional and open stages of the selection procedure. The inter-agency procedure, which may run in parallel with the open selection, is advertised in the institutions and Agencies. Candidates are required to submit their applications through the Agency's online recruitment system.

In case it is decided to fill in a position via the inter-agency procedure, this is done by running it in parallel with the internal and open selections. An inter-institutional is advertised in the institutions and Agencies.

The open selection procedure is advertised through a short notice on the EPSO website, EU Agencies website and social media platforms (e.g. LinkedIn, Twitter, etc.). The full detailed vacancy notice is published on FRA's website and intranet with all necessary instructions. Candidates apply through the online recruitment system. Normally, there is a four-week deadline for submission of applications. Long-term temporary agents are offered a contract of an indefinite period.

### Temporary agents on short/medium term employment

The post of the Director is of a fixed period of five years and could be extended once for a period of three years (ref. Article 15 (3) of the Regulation establishing the Agency No 168/2007 of 15 February 2007) and hence is considered short term.

#### b. Contract agents on long term employment

Contract agents are engaged by the Agency mainly to carry out support roles and for assistance with operational activities. In deciding on the posts to be filled by contract agents on long term employment the Agency takes into consideration if there are posts available in the authorised establishment plan and whether there are needs to be fulfilled based on the Agency's working priorities, as well as new tasks requested by key stakeholders.

The criteria used to identify contract agents for long-term employment are the following:

- Reinforcement of capacities in specific areas of expertise where there is a need of additional resources.
- Reinforcement of existing capacities in support functions as necessary.

Contract agents are usually initially offered a contract of two years renewable for another limited period up to five years. A second renewal is for an indefinite contract provided the first two contracts covered a total period of five years without interruption. Renewals of contract will depend on the future business needs for the function occupied, performance and budgetary availability.

The selection procedures for the recruitment of Contract Agents follow the EB Decision 2019/03. In addition, the Agency signed in 2010 a Service Level Agreement with the European Personnel Selection Office by which it may use the database of successful candidates to fulfil vacant contract agent positions.

### Contract agents on short/medium term employment

The criteria used to identify contract agents for short-term employment are the following:

- to work with specific, time limited projects, and
- to cover needs such as staff going on maternity and parental leave and staff on long sick leave.

In deciding on the posts to be filled by contract agents on short/medium term of employment, the following factors are considered:

- there is a short- or medium-term project where the appointment of a permanent resource is not justified
- there are staff members in long absence due to extended illness, maternity leave, unpaid leave, etc., and
- A post is being created on a pilot basis and a contract agent is employed until the success of the new post can be assessed.

They are offered an initial fixed-term contract whose duration is based on the duration of the tasks to be performed. The contract may be renewed for a second fixed-term should the duration of the specific project is extended. All renewals of contract will depend on the business needs for the function occupied and available budgetary provisions

#### c. Seconded national experts

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<sup>7</sup> The Agency will consider requesting such posts progressively in the future (i.e. with departures, retirements, new recruitments)

## FRA DRAFT PROGRAMMING DOCUMENT 2024-2026

Seconded National Experts are staff employed by a national, regional or local public administration or an IGO, who are seconded to FRA so that it can use their expertise in a particular field. They are selected according to an open procedure published on the FRA's website. Before their secondment the number of SNE is authorised by the Agency and they are included in the draft estimate of the financial year concerned.

The initial period of secondment, which is specified in the exchange of letters between the Agency and the seconding organisation, may not be less than six months and more than two years. It may be renewed; however, the total secondment will not exceed four years.

Exceptionally, the Director may authorise one or more extensions of the secondment for a maximum of two more years at the end of the four-year period.

An SNE may be seconded to FRA for another time provided that a period of at least six years elapsed between the end of the previous secondment and the start of the new. In cases where the initial period lasted for less than four years, the second secondment can take place before the six years elapse. However, in such cases, the total period of the two secondments cannot exceed the four-year period.

### d. External service providers

External service providers are contracted via procurement procedures. Usually this is done through an open tendering procedure. The types of services typically include ICT helpdesk, other ICT assistance, security and cleaning services, and medical doctor services, some of which are on a part-time basis.

## B. APPRAISAL OF PERFORMANCE AND RECLASSIFICATION

### Implementing rules in place

		Yes	No	If no, which other implementing rules are in place
Reclassification of TA	Model Decision C(2015) 9560	x		
Reclassification of CA	Model Decision C(2015)9561	X		

### The Agency's policy on performance appraisal and promotion/reclassification – short description

The FRA implements a comprehensive annual career development programme. An individual career development plan is drawn up at the beginning of the year laying down clear, meaningful and measurable objectives with robust performance indicators in relation to the work programme. A performance appraisal in terms of efficiency, abilities and conduct is done at the beginning of the next year based on the performance indicators in the annual development plan. The performance dialogue exercise supports the development of people and improves organisational performance.

FRA adopted by analogy in December 2013 the Commission Decision C(2013)8985 of 16 December 2013 on appraisal of the Temporary Agents, and in October 2016 the model decision of the Commission Decision C(2015)1456 of 4 March 2015 on the appraisal of Contractual Agents. These include also the changes introduced by the amended Staff Regulations that came into force on 1 January 2014 (e.g. the appraisal report should include an overall assessment on whether the jobholder's performance has been satisfactory).

FRA's policy with respect to reclassification is conveyed through the EB Decision 2016/01 of 26 February 2016 for temporary staff and in the EB Decision 2016/05 of 7 October 2016 for contract agents.

FRA continuously monitor the reclassification rates so as to respect as much as possible the rates indicated in Annex IB of the Staff Regulations

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2018 the average number of training days per staff was 10. In 2019 the same average number of training days per staff like the previous year was reached, including language training.

**Table 1 - Reclassification of temporary staff/promotion of officials**

At the time of writing, the 2022 reclassification exercise is finalised and the exercise 2023 is planned to be launch in 2023

Grades	Average seniority in the grade among reclassified staff						Average over 5 years (Annex IB SR) (According to decision C(2015)9560)
	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	Actual average over 5 years	
AD05	-	-	-	-			

AD06	-	6.00	3.63	2.38			2.8
AD07	4.15	5.43	5.00	11.34			2.8
AD08	-	6.00	4.75	5.81			3
AD09	-	5.00	4.00	5.00			4
AD10	5.50	-	5.47	6.50			4
AD11	-	-	-	7.00			4
AD12	-	-	-	-			
AD13	-	-	-	-			6.7
AD14	-	-	-	-			
AST1	-	-	-	-			
AST2	-	-	-	-			
AST3	-	-	-	-			
AST4	-	4.50	-	6.82			3
AST5	4.33	5.94	3.64	-			4
AST6	5.50	4.00	-	4.63			4
AST7	-	-	-	-			4
AST8	-	-	4.00	5.00			4
AST9	-	-	-	-			
AST10	-	-	-	-			
AST/SC1	-	-	-	-			
AST/SC2	-	-	-	-			
AST/SC3	-	-	-	-			
AST/SC4	-	-	-	-			
AST/SC5	-	-	-	-			

**Table 2 - Reclassification of contract staff**

The 2023 reclassification exercise is planned to be launch in 2023

Function Group	Grade	Staff in activity at 01.01.2022	How many staff members were reclassified in 2022	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to decision C(2015)9561
CA IV	17	-	-	-	Between 6 and 10 years
	16	8	-	-	Between 5 and 7 years
	15	6	-	-	Between 4 and 6 years
	14	5	-	-	Between 3 and 5 years
	13	-	-	-	Between 3 and 5 years
	12	-	-	-	
	11	2	-	-	Between 6 and 10 years

CA III	10	4	-	-	Between 5 and 7 years
	9	1	-	-	Between 4 and 6 years
	8	-	-	-	Between 3 and 5 years
	7	-	-	-	
CA II	6	1	-	-	Between 6 and 10 years
	5	1	-	-	Between 5 and 7 years
	4	-	-	-	Between 3 and 5 years
CA I	2	-	-	-	Between 6 and 10 years
	1	-	-	-	Between 3 and 5 years
Total		28	-	-	

### HR implementing rules foreseen for adoption Year 2023

**Commission Decision on prevention of and fight against sexual and psychological harassment** – possibly a model decision to be drafted and adopted

**Commission Decision on absences as a result of sickness or accident** – adoption by analogy or opting out and adoption of a model decision in case of an ex ante agreement

**Note:** the adoption of further Implementing rules depends on the decisions that may be taken by COM which are unknown by FRA when drafting the present document.

## C. MOBILITY POLICY

### Internal mobility

Following the adoption in September 2015 of the new policy on the engagement and use of temporary agents 2(f), each time the Agency decides to fill in a vacant post TA 2f, the post may be filled by internal mobility, by mobility between Union Agencies or by external selection procedure. Internal mobility includes internal publication or transfer in the interest of the service. In 2020 the Agency has not published any post internally.

### Mobility among agencies (Inter-agency Job Market)

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2020 FRA published zero posts through the inter-agency job market.

### Mobility between the agencies and the institutions

FRA does not pro-actively pursue such mobility since it does not have any permanent posts in its Establishment Plan and therefore such mobility may not be possible. In the future by creating permanent posts the possibility for mobility in this sense will be feasible.

### Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on November 16th 2017, FRA offers traineeships starting on 1 October and on 1 April for a period of 6 months.. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2022 FRA offered traineeship to 28 trainees.

As part of the general Traineeship Programme and Roma Traineeship Programme, in 2021 FRA launched a new programme for people with disabilities.

The selection procedure is open and transparent through the publication of a call for applications on the FRA's website. The detailed rules governing the traineeship programmes at FRA may be consulted under the following links:

- [Rules-governing-the-traineeship-programme-at-fra-2017 \(europa.eu\)](https://europa.eu).
- [Rules-governing-the-roma-traineeship-programme-at-fra-2017 \(europa.eu\)](https://europa.eu)
- [Rules-governing-disability-traineeship-programme-at-fra-2021 \(europa.eu\)](https://europa.eu)

## GENDER REPRESENTATION

Table 1 - Data on 31/12/2021 /statutory staff (only officials, AT and AC)

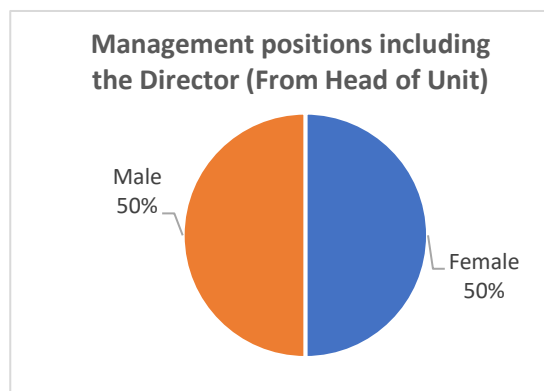
		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
<b>Female</b>	Administrator level	0	0%	21	31%	9	32%	30	32%
	Assistant level (AST & AST/SC)	0	0%	11	16%	8	29%	19	20%
	Total	0	0%	32	48%	17	61%	49	52%
<b>Male</b>	Administrator level	0	0%	23	34%	6	21%	29	31%
	Assistant level (AST & AST/SC)	0	0%	12	18%	5	18%	17	18%
	Total	0	0%	35	52%	11	39%	46	48%
<b>Grand Total</b>		0	0%	67	100%	28	100%	95	100%

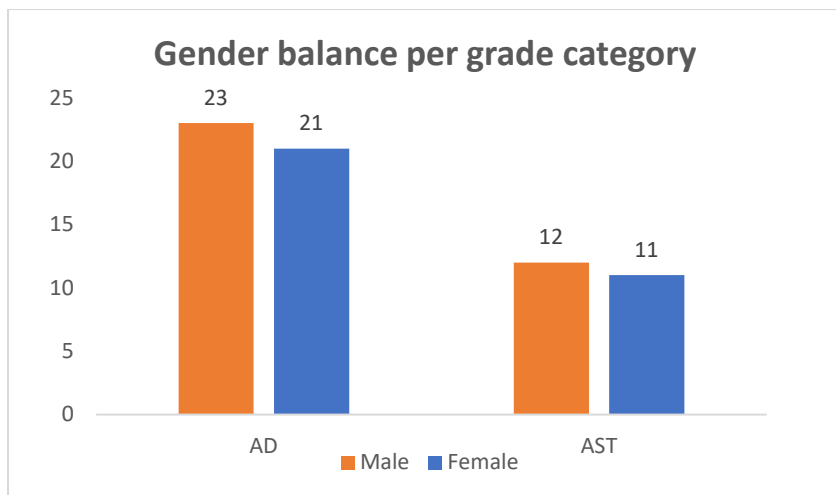
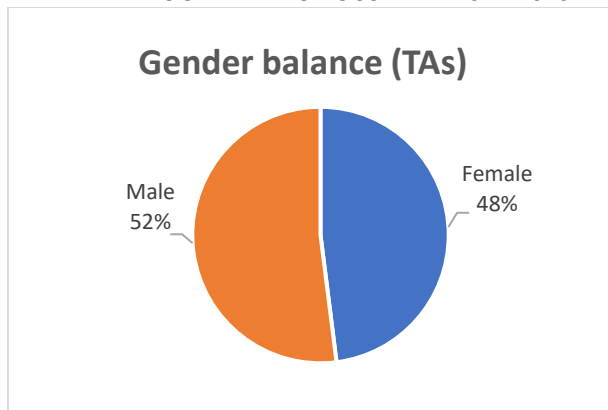
Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management

	2016		2021	
	Number	%	Number	%
<b>Female Managers</b>	1	20%	3	50%
<b>Male Managers</b>	4	80%	3	50%

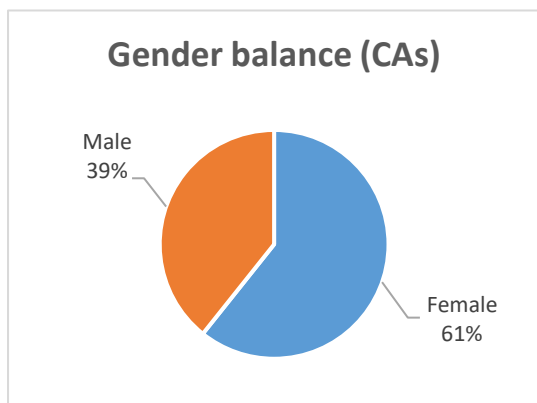
The charts below illustrate the staff breakdown by contract type and function group and the gender balance in 2019:

### 1. Temporary Agents

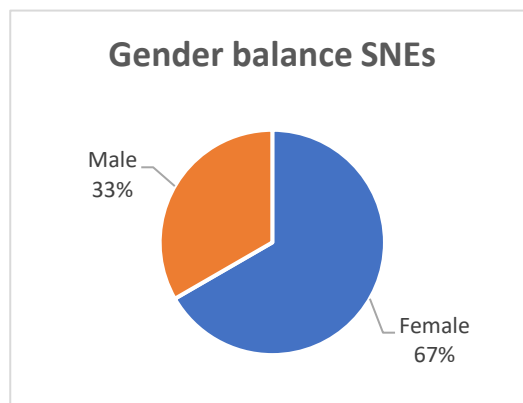




2. Contract Agents



3. Seconded National Experts (SNEs)



**D. GEOGRAPHICAL BALANCE**

Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)

Table 1 - Table on 31/12/year 2021- statutory staff only (officials, AT and AC)

Nationality	AD + AC FG IV	AST/SC- AST + CA FGI/CA FGII/CA FGIII	TOTAL

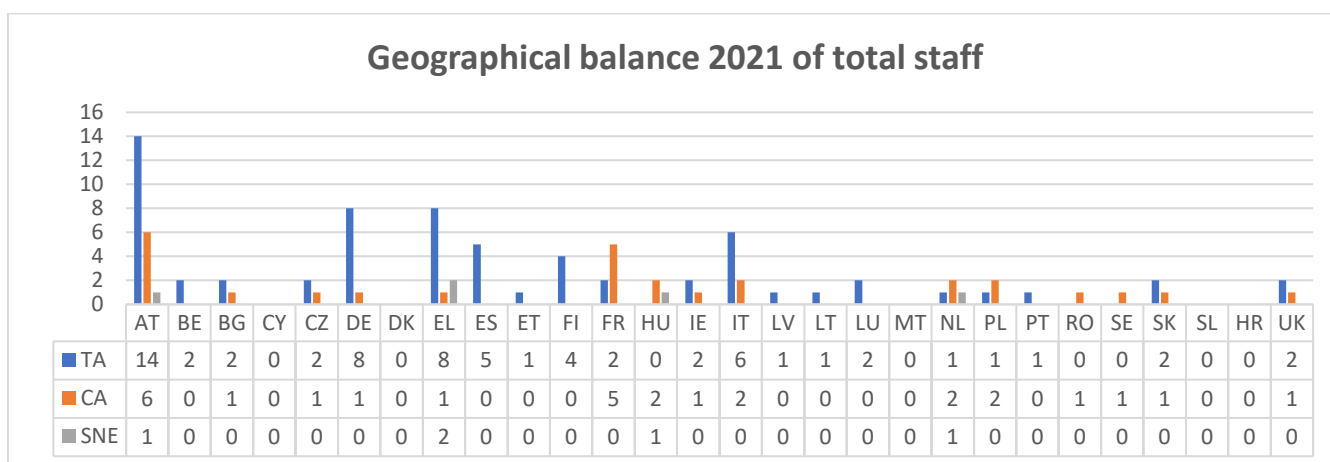
	Number	% of Total Staff members in AD and FG IV categories	Number	% of Total Staff members in AST SC/AST and FG I, II and III categories	Number	% of total staff
<b>AT</b>	10	17%	10	29%	<b>20</b>	<b>21.1%</b>
<b>BE</b>	0	0%	2	6%	<b>2</b>	<b>2.1%</b>
<b>BG</b>	2	3%	1	3%	<b>3</b>	<b>3.2%</b>
<b>CY</b>	0	0%	0	0%	<b>0</b>	<b>0.0%</b>
<b>CZ</b>	3	5%	0	0%	<b>3</b>	<b>3.2%</b>
<b>DE</b>	9	15%	1	3%	<b>10</b>	<b>10.5%</b>
<b>DK</b>	0	0%	0	0%	<b>0</b>	<b>0.0%</b>
<b>EL</b>	5	8%	4	11%	<b>9</b>	<b>9.5%</b>
<b>ES</b>	4	7%	1	3%	<b>5</b>	<b>5.3%</b>
<b>ET</b>	1	2%	0	0%	<b>1</b>	<b>1.1%</b>
<b>FI</b>	2	3%	2	6%	<b>4</b>	<b>4.2%</b>
<b>FR</b>	2	3%	5	14%	<b>7</b>	<b>7.4%</b>
<b>HU</b>	1	2%	1	3%	<b>2</b>	<b>2.1%</b>
<b>IE</b>	2	3%	1	3%	<b>3</b>	<b>3.2%</b>
<b>IT</b>	6	10%	2	6%	<b>8</b>	<b>8.4%</b>
<b>LV</b>	0	0%	1	3%	<b>1</b>	<b>1.1%</b>
<b>LT</b>	1	2%	0	0%	<b>1</b>	<b>1.1%</b>
<b>LU</b>	1	2%	1	3%	<b>2</b>	<b>2.1%</b>
<b>MT</b>	0	0%	0	0%	<b>0</b>	<b>0.0%</b>
<b>NL</b>	2	3%	1	3%	<b>3</b>	<b>3.2%</b>
<b>PL</b>	3	5%	0	0%	<b>3</b>	<b>3.2%</b>
<b>PT</b>	0	0%	1	3%	<b>1</b>	<b>1.1%</b>
<b>RO</b>	1	2%	0	0%	<b>1</b>	<b>1.1%</b>
<b>SE</b>	0	0%	1	3%	<b>1</b>	<b>1.1%</b>
<b>SK</b>	3	5%	0	0%	<b>3</b>	<b>3.2%</b>
<b>SL</b>	0	0%	0	0%	<b>0</b>	<b>0.0%</b>
<b>HR</b>	0	0%	0	0%	<b>0</b>	<b>0.0%</b>
<b>UK</b>	2	3%	0	0%	<b>2</b>	<b>2.1%</b>
<b>TOTAL</b>	<b>60</b>	<b>100%</b>	<b>35</b>	<b>100%</b>	<b>95</b>	<b>100%</b>

Table 2 - Evolution over 5 years of the most represented nationality in the Agency

Most represented nationality	2017	2021
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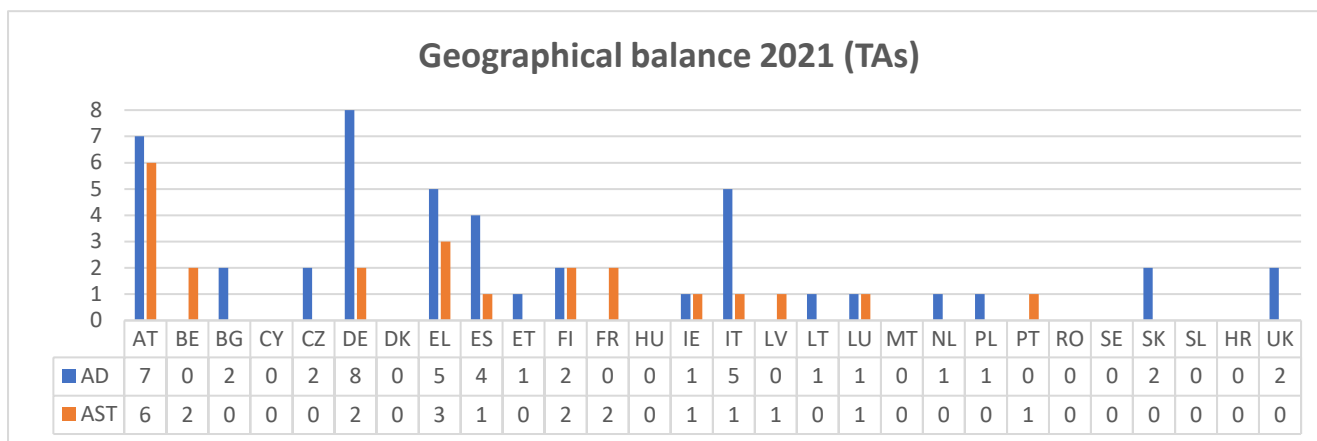
	Number	%	Number	%
AT	16	18%	20	20,2%
Total	99	100%	99	100%

In 2021, the workforce of FRA covers 23 nationalities representing out of a total of 28 Member States (staff from UK still being employed by 31/12/2022). FRA will continue its effort to develop and to increase the number of nationalities.



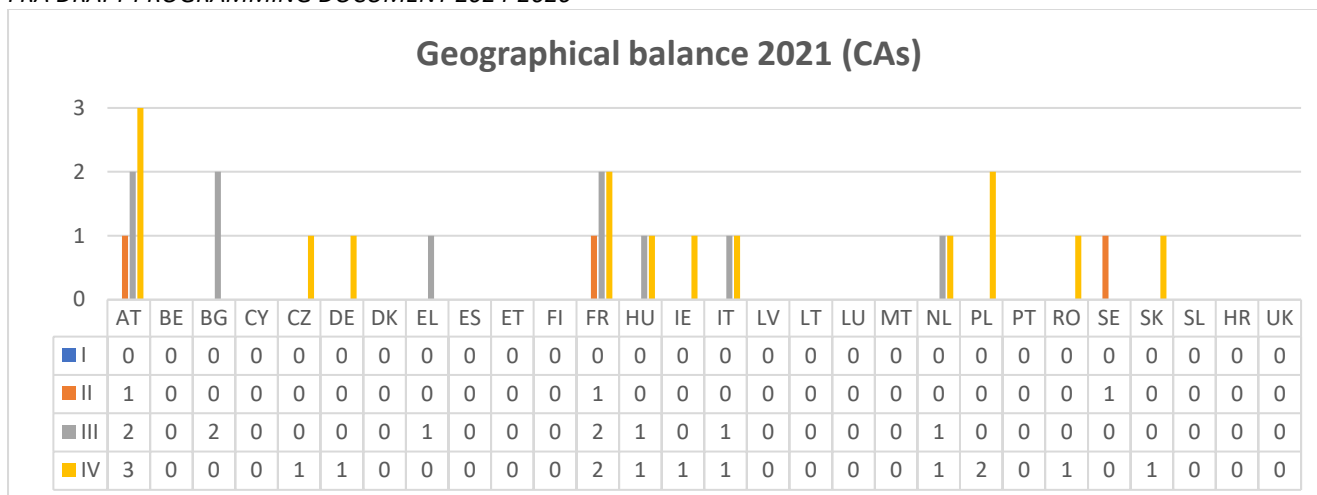
A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

Temporary Agents: a total of 21 nationalities as shown below

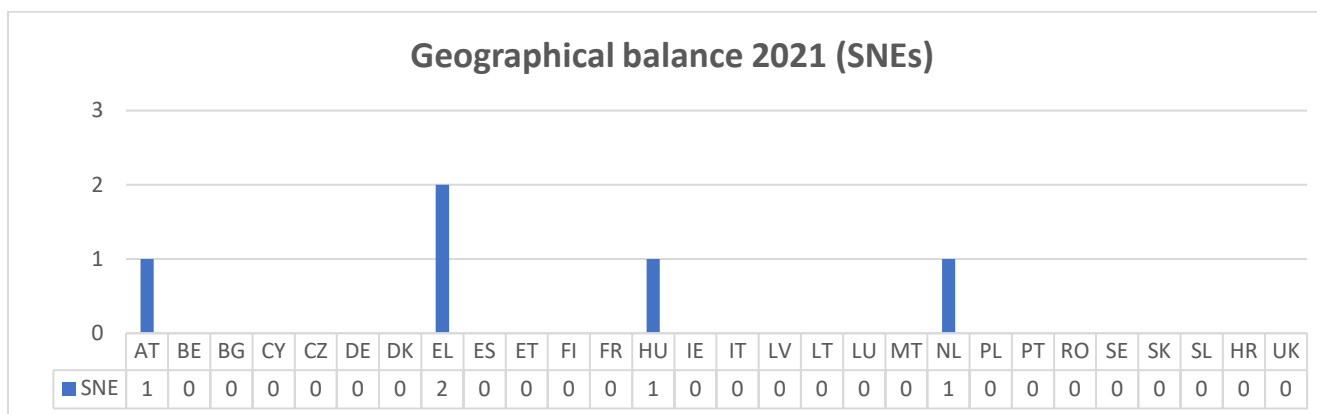


Contract Agents: a total of 14 nationalities as shown below





Seconded national experts: a total of 3 nationalities as shown below



## E. SCHOOLING

Agreement in place with the European School(s) of: No European School(s) exists in AUSTRIA				
Contribution agreements signed with the EC on type I European schools	Yes		No	X
Contribution agreements signed with the EC on type II European schools	Yes		No	X
Number of service contracts in place with international schools:	4			
Description of any other solutions or actions in place: Having regard to the Guidelines on Staff Policy in the European Regulatory Agencies as adopted by the European Commission on 16 December 2005 (C(2005)5304) and in particular to point 2.3.3 thereto, the European Union Agency for Fundamental Rights is implementing the MB Decisions [No. 2013/06] on childcare facilities costs for pre-school				

children of FRA staff <http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf>. and No. 2013/07] on Education costs for children of FRA staff [http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013\\_07\\_education\\_cost.pdf](http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf) ] by concluded Service Level Agreement(s) with service providers for the pre-schooling and schooling services.

Schooling is a key factor in enabling FRA to attract and to retain qualified staff members. In the absence of a European School and a European Section in Austria, the Management Board of the FRA in 2013 revised the two decisions, one regarding childcare facilities costs for pre-school children of FRA staff (MB decision 2013/06) and another one on education costs for children of FRA staff in Vienna or at no greater distance therefrom as is compatible with the proper performance of the staff member's duties (MB Decision 2013/07). According to these decisions the Agency has signed several service level agreements. Staff members enjoying the benefits of these measures are not entitled to receive the education allowances provided for in Article 3 of Annex VII of the Staff Regulations since the schools are considered as a non-fee-paying ones.

## F. LEARNING AND DEVELOPMENT

For FRA learning and development is an on-going process and an investment in people. In order to encourage growth and development FRA has devoted an average of 10 learning and development days to the staff and an annual budget allocated per staff member. Besides that, FRA annually organises wide range of Learning and Development activities including mandatory training (such as on the prevention of psychological and sexual harassment; unconscious bias as well as on ethics and integrity). These are complimented by various workshops and language training for integration of staff and also staff partners/spouses into the host city and for the third language requirements. Additional profession training is made available in online language courses, as well as via the Commission EU Learn portal etc

## G. STAFF WELLBEING

FRA acknowledges that wellbeing at work contributes to a positive working environment, improved staff engagement, improved health and productivity, increases job satisfaction, quality of life-work integration and improved overall organisational performance. Periodic, wellbeing surveys are conducted at the FRA and the 2020 edition was concluded in July 2020 with an action committee established to draw up actions based on the concerns in the report for the Director's consideration and action over the next 2yrs.

Wellbeing is also included as a part of Learning and Development, where different trainings are provided that are connected with the wellbeing of staff, such as psychological and sexual harassment prevention, resilience, mindfulness etc. FRA staff invests in wellbeing activities that are a part of the working time such as running group, choir, theatre group etc.

## H. TELEWORK

FRA acknowledges the need to provide a variety of working tools and solutions for its workforce and from this perspective has adopted by analogy via EB decision 2022/03 on 14 September 2022 the Commission Decision C(2022)1788 on working time and hybrid working. The new legal framework facilitates 'hybrid working', a combination of working at the office and teleworking, where both modalities are considered equivalent. . The adoption of the decision is part of a modernising trend in organisations following the COVID 19 pandemic, focusing on result-based management and objective-driven performance to increase efficiency of operations.

# ANNEX VI: Strategy for achieving efficiency gains

The elaboration of an efficiency gains strategy is based on the following (non-exhaustive list of) initiatives:

- introduce changes to current business processes through mapping and re-engineering of processes;
- introduce changes to systems – efficiencies through automation of repetitive tasks;
- introduce changes to the organisational set-up leading to a potentially better use of existing capacity;
- introduce a more systematic and continuous set-up of cooperation platforms as well as establishing shared services with other Agencies
- simplify the rules and procedures to be applied for financial and human resources management, this facilitating the achievement of efficiency gains;
- carry out a qualitative assessment of the efforts to increase efficiency;

In relation to that, it appears that service transformation and re-design of processes are crucial to achieve both technical and allocative efficiency and to unlock transformational improvements in efficiency. To this end, the Agency has implemented a number of actions that resulted in an increase of productivity and achievement of efficiency gains. With a view of reaching further efficiencies, the Agency is currently undertaking the following initiatives in the four efficiency clusters:

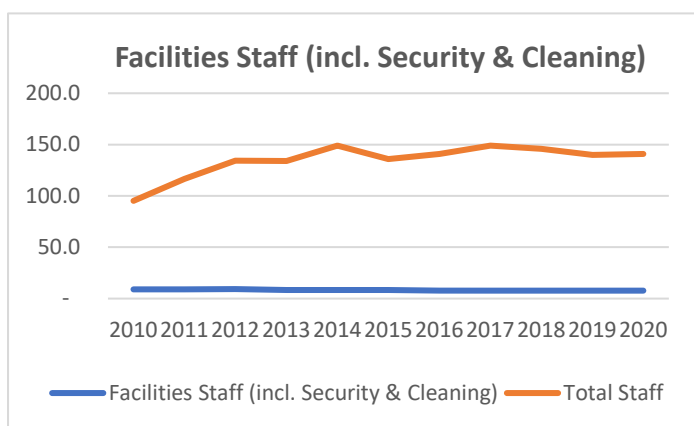
## Cluster I: Digital Services and Facilities

Over the past years, the Agency has rapidly modernised its Information and Communication Technologies by introducing state-of-the-art tools, common business architecture and latest IT solutions allowing for creation of full mobile workstations that enable a more collaborative digital workplace.

The Agency further optimised its resources through the adoption of cloud services in 2020 and hence it is possible to provide more services with the same resources. Cloud services adoption is expected to be finalised in 2023 as the Agency plans to migrate the remaining on premises applications to the cloud. The Agency already implemented cloud based data analytics for administrative reporting needs.

Due to the synergies and efficiency gained, it remained possible for a small IT helpdesk to provide best service to ever-growing staff. Similarly, the Agency was able to retain a relatively low number of facilities staff.

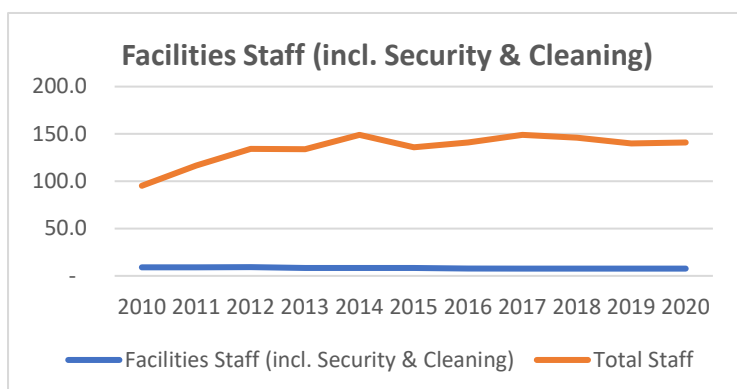
Year	Facilities Staff (incl. Security & Cleaning external contractor)	Total Staff
2010	1.2	95.2
2011	1.1	116.7
2012	1.5	134.3
2013	1.8	133.9
2014	1.8	149.0
2015	1.7	136.0
2016	1.6	141.0



2017	1.6	149.0
2018	1.6	146.0
2019	1.6	140.0
2020	1.6	141.0
2021	1.6	141.0
2022	1.6	141

*The staff evolution within the domain*

*ICT helpdesk vis-à-vis an increase of the general staffing number*



Year	Facilities Staff (incl. Security & Cleaning)	Total Staff
2010	9.0	95.2
2011	9.0	116.7
2012	9.3	134.3
2013	8.3	133.9
2014	8.3	149.0
2015	8.3	136.0
2016	7.8	141.0
2017	7.8	149.0
2018	7.8	146.0
2019	7.8	140.0
2020	7.8	141.0
2021	7.8	141.0
2022	7.8	141.0

*The staff evolution within the domain facilities vis-à-vis an increase of the general staffing number*

The Agency continues to optimise its resources to achieve further efficiencies. The following list exemplifies the actions already taken or being in the process of implementation:

1. The Agency redesigned its ICT systems to allow the IT to better utilise cloud services by setting up a hybrid infrastructure and hence reduce costs related to the management and maintenance of its on premise datacentre infrastructure. Cloud services implementation is well advanced and legacy applications were replaced by cloud based solutions. While adopting the cloud services the Agency does so by respecting the related data protection regulation..
2. Further utilisation of the Commission ICT systems related to Human Resources Management (Sysper) and asset management (ABAC Assets) as well as for Mission Management (MiPS). Moreover, the Agency is in the process of adopting Hermes-Ares-Nomcom(HAN) Commission solution for document registration and electronic workflows offering integration with EUSign.
3. Mission requests are reduced while use of video conference technologies increased. An indicator is the increased number of video and web conferencing requests over the last two years.
4. Use of Interinstitutional framework contracts, e.g. ICT, Facilities and other administrative services.

5. Over the last years, the Agency took measures to reduce its facilities related costs by optimising internal facilities management, changed its electricity provider, and enhanced its data centre cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last years.

More specifically in the area of environmental management, the Agency undertook the following actions to reduce its environmental impact:

1. The Agency changed the electricity provider to one that produces electricity from renewable sources.
2. Premises heating is provided by district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating.
3. The datacentre cooling system is heat-exchange based system, which reduced electricity consumption to more than 60%.
4. The Agency implements a recycling "waste material" programme and also ensures that any old equipment is properly recycled or reused (where applicable).

### **Cluster II: Finance & Contracting**

1. The Agency has introduced some enhancements in the reporting for financial execution, accounting and project manager. A new version of MATRIX is in place and the use of Power BI has provided a more reliable, agile and faster consultation system.
2. With the reinforced use of online tools (workflows, e-signatures), the financial circuits became better secured for validations and filing. Further enhancements on this process are expected to be implemented soon. There is also an increase of use of electronic invoices, making the payment delays shorter.
3. Treasury services are now managed by DG BUDG facilitating treasury management.
4. The use of inter-institutional framework contracts is very wide, representing important synergies and economies of scale.
5. The use of new modules from e-tendering, and soon of the PPMT, will ease the planning, launch and follow-up of the procurement procedures.

### **Cluster III: Quality Management System**

6. The continuous development of the implemented Quality Management System, built on the principle of Plan Do Check Act, offers avenues for refining the effectiveness and efficiency of the Agency's internal processes. Supplementary, following the restructuring process (Nov. 2018), a planned action for revising the internal processes is going to provide the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources.
7. The financial circuits for Title I have been simplified with a reduction in the chain of control as well some control functions have been merged FVA/AO. This has increased the level of efficiency while maintaining the necessary level of compliance as proven by the positive results of the external audits (COA, IAS).
8. In the process for project implementation, the planning phase has been simplified with a new integrated approach. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing project management system.
9. A process for ex post controls has been designed following a risk based approach with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of selected transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.

10. During the last years, a process for execution of compliance checks has been consolidated to integrate in selected areas similar tests performed by external auditing bodies. The process analyses the correct execution of the workflows while assessing the achievement of the objectives in relation to the use of existing resources.

#### **Cluster IV: Planning, Monitoring, Evaluation and Reporting**

- Planning for efficiency gains is one of the most important assets in the public sector. It means laying out a specific approach, tools and working and concrete steps to improve efficiency and productivity and that are linked to the planning, monitoring, evaluation and reporting of the activities
- The Integrated Planning Approach provides with a description of all the planning, monitoring, reporting, and evaluation activities that are included in one single process within the same cyclical period. The approach creates synergisms and coherences (including with external stakeholders), during all the stages of programming encompassing the optimized planning processes and tools. These harmonized cycles include the drafting of programming documents; the definition of new projects; the mainstreaming of several internal and externals consultations; the implementation of FRA's projects; their simplified monitoring reports and final evaluation. Importantly, the approach has recently been strengthened to reflect the organizational restructuring based on enhanced cross unit cooperation. The process has also been simplified to improve clarity regarding the decision-making process and the roles (internally / externally); as well as to raise the awareness on tasks, timeframe, and deadlines. The ultimate objective of such integrated approach is thus to contribute to the optimization of the use of resources; potential workload decrease and increase of productivity.
- The Performance Measurement Framework (PMF) is a tool which facilitates the planning, monitoring and evaluation of the performance of the Agency and includes a range of indicators to assess the results and achievements of FRA's activities at different levels. The FRA's Performance Measurement Framework provides guidance on how to develop and use KPIs and uses them to assess results of its activities in both an annual and a multi-annual perspective. A review of the framework will strengthen the agency's ability to use KPIs, especially in future Programming documents and Activity reports , with an emphasis on FRA's outputs, outtakes and contributions to outcomes.
- The Consolidated Annual Activity Report includes achievements made in terms of strategic priorities, multi-annual objectives, thematic areas, operational activities and outputs, an overview of the results and KPIs is provided into the Annex I 'Core Business Statistics' (which is in any case based on the monitoring done at the project level, as explained above in the Performance monitoring).
- As an important source of information for the FRA to deliver against targeted results, FRA keeps ex-ante, interim and ex-post evaluating its projects to address problems as well as to improve learning through review of projects and strengthen accountability. The results of the evaluations are presented and discussed internally, involving several actors, and are summarised and published into the Annual Activity Report

#### **Cluster V: Human Resources Management**

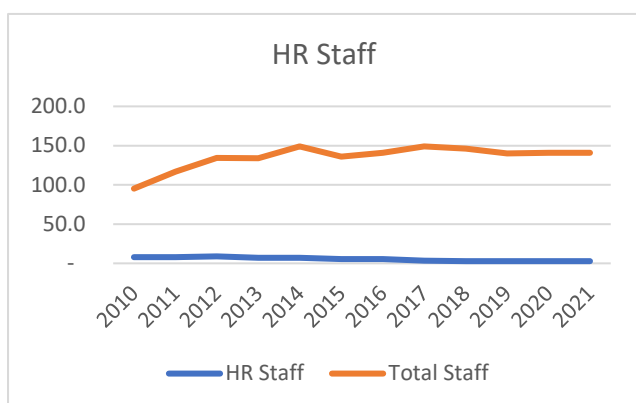
A number of initiatives have been undertaken in recent years to improve overall organisational fitness, efficiency and productivity:

- Optimisation of the Agency's organisational structure: the Agency went through a readjustment of its organisational structure in April 2022. The purpose of the adjustment was to adapt the Agency's internal functioning to the new requirements resulting from the amended founding Regulation and to adapt to changing circumstances. In particular, the adjustment allows the Agency to focus on its core mandate and freed some resources to address new strategic demands that may arrive in the area of police cooperation and judicial cooperation in criminal matters..
- Increased use of inter-institutional framework contracts and SLAs: the Agency makes use of a number of contracts and SLAs to support the small HR function with key HR processes, in particular SLAs with DG HR and PMO.
- IT tools: in 2022, the Agency launched SYSPER, which has brought efficiencies in a number of HR processes linked to career and working conditions. Further benefits are expected when additional modules are onboarded, which depends on the availability of resources in DG HR to handle the pending requests of agencies, as the Agency does not yet have access to the reporting module of SYSPER to properly manage HRM reports and until the appraisal and promotion modules are in production, the Agency is required to keep its previous e-HR tool updated in parallel. In 2022, the Agency finalised the development and implementation of a new recruitment tool, to facilitate the administrative work linked to recruitment processes

1. - Competency mapping: Following the development of a Competency Framework in 2021, in 2022 the Agency conducted a staff skills mapping to assess the current competencies in-house against the aspirational competency levels and with the aim to support learning and development where gaps are identified. .

2.

These efficiencies, such as modernisation of HR tools, optimisation of processes, and SLAs with PMO enabled the Agency to decrease the number of staff working within the HR domain. Nonetheless, the Agency faces increasing demands on HR services year on year which are not met by increased staff resources in the HR field.



Year	HR Staff	Total Staff
2012	8.9	134.3
2013	7.1	133.9
2014	7.1	149.0
2015	5.3	136.0
2016	5.5	141.0
2017	3.4	149.0
2018	2.8	146.0
2019	2.8	140.0
2020	2.8	141.0
2021	3	141.0
2022	4	141.0
2023	4	143.0

Table XY: The staff evolution within the domain human resources vis-à-vis an increase of the general staffing number

Importantly, it should be noted that, while the Agency worked towards the achievement of technical and allocative efficiency gains, it also managed to improve its overall performance in the implementation of its mandate. In particular, while boosting both productivity and efficiency, the Agency has prioritised its core activities and ensured the timely delivery of services and the production of the relevant outputs.

However, while the Agency has obtained an extra capacity by improving several processes and generated via other efficiency initiatives, the demand for human resources has constantly increased. This is due to the need to address face the complexity of our work and the ever-growing workload linked to FRA core activities.

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2024-2026 the demands for human resources and the expected capacity increases will not be balanced and FRA will have to request additional workforce from the budgetary authorities or apply negative priorities.

**REDEPLOYMENT**

Given the size of the Agency, there is a limited scope for further re-deployment. However, the Agency will continue to seek efficiency gains by inter alia conducting the skills audit, revising its Competency Framework and further simplifying procedures where possible.

# ANNEX VII: Environmental management

## 1. Context of the Agency and its environmental management strategy

The Agency actively looks in its environmental management approach, which is part of its annual Facilities Management work plan. On an annual basis the Agency looks in optimising the use of existing environmental measures as well as at the possibilities to introduce new environmental management measures.

## 2. Overview of the agency's environmental management system

The Agency implemented a number of actions to reduce its environmental footprint the last years even if it is not EMAS registered. This is due to the limited resources available to it, human and financial, as well as to the condition of the building that it rents. Finally, acquiring an environmental management system certification was not considered to be a priority. Having said that the Agency took a pragmatic approach in considerably improving its environmental footprint by introducing measures at indicated under section 3. The Agency is looking into ways that will allow it to meet the emissions free target of the Commission. In this regard it participates in an inter-institutional framework contract which will enable the Agency to undertake an assessment and plan its future actions.

## 3. Environmental aspects, indicators and targets

The list of practical measures and indicators, where possible, are described below:

1. **Energy and water consumption:** The Agency changed its electricity provider to a provider that produces energy from renewable sources. Furthermore, it changed its datacentre cooling system from a purely electricity one to an environmental friendly one, which operates based on the "heat exchange" principle. Meaning that if the outside temperature is below 25 degrees the datacentre is not cooled using electricity. This means that for about 7-8 months per year, the Agency makes use of renewable sources to operate the datacenter cooling system. Moreover, the Agency is in the process of replacing its light bulbs to LED technology bulbs. The Agency monitors the implementation of these measures by keeping stable or reducing the annual water and energy consumption.
2. **Waste management:** The Agency takes measures to reduce internally generated waste and to recycle the generated waste. Different recycle bins are installed allowing staff to also contribute by sorting out daily waste. Furthermore, the Agency ensures when the contractor is asked to dispose waste, it also provides certificates that it was done in an environmental friendly manner and in accordance with the national regulations.
3. **Paper use:** The Agency is promoting the use of recycled paper for internal use. Also all its paper publications are using recycled and environmentally friendly material. Finally, the Agency is working in digitising its internal processes to reduce use of printing paper.
4. **Building emissions to air:** Measures to reduce building emissions are linked to the heating system. It is provided by the district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating, hence reducing emissions.
5. **Professional mobility:** The Agency promotes the use of bicycle amongst its employees by offering a secure parking space inside its building. Also it supports and promotes the use of videoconference technologies, hence eliminating the need of mission travelling. Over the last years the use of videoconference is considerably increased. This results in CO2 emissions reductions due to the reduced number of missions.
6. **Green Public Procurement (GPP):** The Agency follows the practices of the Commission Services when publishing tenders, which include provisions linked to GPP. For example, in tenders related to Facilities the use of environmentally friendly products is requested.

## 4. Actions to improve and communicate environmental performance

To further improve the environmental management approach of the Agency, the Agency is planning to undertake the following actions:

1. **Donations:** For 2023 the Agency is looking to donate electric and office equipment to charity organisations who in return are reusing equipment in their projects. Hence, contributing to the reduction of waste disposal.
2. **Electricity consumption:** The Agency is in discussions with the building owner to improve the quality of the office spaces, which also includes the further replacement of conventional bulbs with LED technology bulbs.



3. **Printing use:** Eliminating the use of personal printers currently assigned to a large number of its staff and prompt them to make use of the general printing facilities.

In terms of communicating the environmental objectives amongst its staff, the Agency will continue to raise awareness to its staff through information sessions linked to Facilities management, which also includes environmental aspects.

Staff are encouraged to follow certain practices like switching off lights, monitors before leaving the office and posters are placed through the building to encourage staff to actively contribute to reducing the environmental footprint of the Agency by taking the stairs instead of the elevators, using bicycles by offering adequate parking space or avoid unnecessary printing.

In accordance with the Commission 's guidance on energy consumption, the Agency took measures to reduce the electricity and heating consumption in its premises by changing its practices. In this line of development, information sessions were also organised to inform staff on the changes and to explain how they can contribute in reducing energy consumption.

# ANNEX VIII: Building policy

	Name, location and type of building	Other Comment
<b>Information to be provided per building:</b>	Schwarzenbergplatz11, Vienna, AT-1040, Austria	None
<b>Total Surface area (in square metres)</b> <b>Of which office space</b> <b>Of which non-office space</b>	5,546 3,704 1,842	It should be noted that the offices are accommodated in an old building which is renovated keeping its original layout and does not provide any luxurious modern amenities. In addition, the price per m2 for the net office space (i.e. 3704 m2) is on the lower end of the average prices in central Vienna areas.
<b>Annual rent (in EUR)</b>	856723,56 EUR	None
<b>Type and duration of rental contract</b>	Lease agreement for an initial period of 10 years with the provision for an indefinite period.	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building.
<b>Host country grant or support</b>	Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 60,000 EUR in 2023.	None
<b>Present value of the building</b>	N/A	None

	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT					Host country grant or support
			Office space	non-office	Total	Rent (€/Year)	Duration of the contract	Type	Break out clause Y/N	Conditions attached to the breakout clause (if applicable)	
1	Schwarzenbergplatz 11, stand alone building	Vienna, AT-1040	3704	1842	5546	856723,56	indefinite	Lease agreement	Y	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these	120000 contribution

										discussions it may decide to relocate to another building.	
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**Building projects in planning phase:**

Considering the new working conditions which impact the space and office allocation for staff as well as the considering that the Agency needs to be emission neutral by 2030, the Agency is currently assessing whether to remain in its present premises. A decision is expected early 2023.

# ANNEX IX: Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency is recognised as an international organisation.	The Director, the Heads of Units, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years.	In the absence of a European School and a European Sector in Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multi-lingual tuition for children of the Agency staff In Vienna.
The Agency enjoys VAT exemption.	The Agency's staff members (the remaining Temporary Agents and all Contract Agents) which are non-Austrians can register a tax free vehicle every two years.	-
No other privileges are offered to the Agency.	The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions. Non-Austrian staff members are also exempt from the broadcasting levy (GIS).	-

# ANNEX X: Evaluation of the FRA

Evaluation activities aim at assessing the performance and achievements of the programmes, projects, activities or organisation on the basis of a set criteria and indicators, in view of establishing findings and conclusions as well as recommendations for future programming or improvements to the current projects. Evaluation activities focus on measurement at the level of short-term impact, long term impact and aspirational impact as defined in the Performance Measurement Framework. Depending on at what stage of the project's life cycle the evaluation activities are conducted, there are different types of evaluation at FRA such as:

Ex-ante, interim and;

Ex-post evaluations;

Based on the Financial Rules of the European Union Agency for Fundamental Rights an ex-ante evaluation supporting the preparation of programmes and activities shall be based on evidence, if available, on the performance of related programmes or activities and shall identify and analyse the issues to be addressed, the added value of Union involvement, objectives, expected effects of different options and monitoring and evaluation arrangements

The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular proposals for programmes, projects or activities occasioning budget expenditure or changes to the work programme for which the overall estimated expenditure exceeds 5% of the average operational expenditure of the preceding 3 years, shall be the subject of an ex-ante evaluation.

Retrospective evaluations shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. Retrospective evaluations shall be based on the information generated by the monitoring arrangements and indicators established for the action concerned. They shall be undertaken periodically and in sufficient time for the findings to be taken into account in ex-ante evaluations or impact assessments that support the preparation of related programmes and activities.

The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular programmes, projects or activities, including pilot projects and preparatory actions, where the resources mobilised of the estimated expenditure exceeds 10% of the average annual operational expenditure of the preceding 3 years, shall be the subject of an interim and/or ex post evaluation in terms of the human and financial resources allocated and the results obtained.

EX-ANTE EVALUATIONS

EX-POST EVALUATIONS

will be identified in 2023 in the context of the Final Draft of the Single Programming Document 2024-2026

# ANNEX XI: Strategy for the organisational management and internal control systems including their anti-fraud strategy as last updated

## Internal Control systems

In 2018 the Agency revised and adopted a new Internal Control Framework (ICF) moving away from a purely compliance-based to a principle-based system, whereby the services are offered the necessary flexibility to adapt to their specific characteristics and circumstances while ensuring a robust internal control with a consistent assessment. This approach aims at helping the organisation to achieve its objectives and sustain operational and financial performance.

The Agency considers Internal control a process applicable at all levels of management and designed to provide EUAA able assurance of achieving five objectives: (1) effectiveness, efficiency and economy of operations; (2) reliability of reporting; (3) safeguarding of assets and information; (4) prevention, detection, correction and follow-up of fraud and irregularities (5) adequate management of the risks relating to the legality and regularity of the underlying transactions.

The previous framework was based on standards and mandatory requirements, while the revised version relies on principles and characteristics.

The characteristics outlined for each principle are intended to assist management in designing, implementing and assessing internal control. They are non-mandatory and flexible, as they may be adapted to specific characteristics and circumstances. Accordingly, specific baselines are established for each principle.

Moving to a principles-based system requires increased reliance on management's assessment in each Department.

Taking into account the Agency governance structure, the roles and responsibilities of the actors in the context of the implementation of the ICF are as follows:

### Management Board

The Management Board provides continuous oversight for the internal control systems through the Consolidated Annual Activity Report and ongoing specific assessments.

### Director

The Director is responsible for the functioning of the internal control system in the Agency. He must ensure that the internal control systems is in line with the Communication on the revision of the ICF and conduct an overall assessment of the presence and functioning of all internal control principles and components.

He signs a declaration of assurance annexed to the Annual Activity Report.

The Director must ensure the awareness and understanding of the ICF by all staff, in particular through training, information and support activities. In comparison to the previous ICF, the Director has more flexibility and autonomy in establishing the indicators and corresponding baselines and in performing the assessments. This allows him to take due account of the specific environment and needs.

### Units

All managers are accountable for the achievement of objectives, both operational and internal control, and report in accordance with the applicable reporting arrangements within the Agency.

Units are primarily responsible for managing risk and controls on a day-to-day basis. This means that they execute the primary controls and take overall responsibility for the achievement of operational objectives and for the sound implementation of internal control. With the support of the Corporate services Department they implement and supervise the efficiency and effectiveness of the controls and are responsible for reporting to the Director. They are responsible for the design adequacy, efficiency and effectiveness of the control system in their environment and are the main source of assurance for the Director that the internal controls function effectively.

### Head of Corporate services Unit in charge of Risk Management and Internal Control (RMIC)

The Head of Unit in charge of RMIC supports the Director in overseeing and monitoring the implementation of internal control within the Agency. He signs a statement annexed to the Annual Activity Report taking responsibility for the completeness and reliability of management reporting.

## General Principles for the assessment of the Internal Control

The Financial Regulation requires that the budget shall be implemented in compliance with effective and efficient internal control.

The Agency must be able to demonstrate not only that the controls are place but also that these controls take account of the risks involved and that they work as intended.

Internal control principle 16 states that the Agency carries out continuous and specific assessments to ascertain whether the internal control systems and their components are present and functioning.

Therefore, before assessing the internal control system, the Agency sets its own baseline for each principle, as best adapted to its specificities and risks. These baselines are a starting point of known effective internal control from which regular monitoring and specific assessments can be implemented.

The baselines are dependent on the design of the internal control system implemented and how controls put into effect the principles. They should be expressed in terms of relevant and pertinent indicators. Where possible, these indicators should be quantitative.

### Antifraud strategy

Taking into account the priorities set by the European Commission within the framework of the Common Approach on EU decentralised agencies, the need to pursue the European Commission's main objectives for its implementation and the guidance provided by the European anti-Fraud Office, in December 2014 FRA adopted its antifraud strategy and related action plan.

The overall objectives of FRA's antifraud strategy adopted in 2014 were:

- Prevention through increased fraud awareness
- Strengthen the existing controls in a perspective of fraud prevention

The last revision of the anti-fraud strategy in 2021 took into account the lessons learnt in the implementation of the strategy over the previous years, the latest trends and developments in the legislative framework and guidance received by the European Anti-Fraud Office.

The implementation of the internal control systems creates has reinforced an overall environment in which fraud is prevented by the integrated application of different measures embedded in the Agency processes. Furthermore, the permanent contribution of the Internal Audit activities (IAS) and the Court of Auditors visits provides an independent assessment on the existing level of assurance.

Aiming to keep the risk of fraud at the minimum level allowing a sound financial management of its resources, the Agency, through the revision has strengthened the areas of prevention and detection continuing to raise awareness with regard to fraud matters among staff members and contractors, facilitating detection of possible fraudulent behaviours.

The current revision considers that the preventive actions undertaken so far are still applicable and will also apply the principle of proportionality, according to which the achievement of the strategy should not require disproportionate and excessively expensive inputs and should not jeopardise the operational activities.

### Objectives

During the past years of implementation FRA achieved the strategic objectives to reinforce a culture of high ethical behaviour and to strengthen the existing controls in a perspective of fraud prevention.

After the successful set up of this ethics framework, taking into account the proportionality principle and the available resources the Agency is now in a position to focus on continuous follow up and improvement of the measures taken, with special attention to communication and awareness raising and a regular review of key policies and procedures.

On the basis of the above considerations within the structure of internal controls and taking into account the risk assessment, the Agency has identified the following strategic objectives.

1. Continuously reinforce an anti-fraud culture based on awareness within the organisation.
2. Focus efforts on potential fraud risk management in identified areas of the organisation.
3. Maintain an effective system for internal reporting and detection of activities detrimental to the Union's interests
4. Regular follow up and monitoring of the existing ethics framework.

The relevant action plan is being implemented.

# ANNEX XII: Plan for grant, contribution or service-level agreements

General Information					Financial and HR impacts				
Actual or expected date of signature	Total amount	Duration	Counterpart	Short description		2023	2024	2025	
Service-level agreement									
1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021									
1	14/12/2017	1,500,000	2017-2024	EEA and Norway Grants-FMO	Programme Level Cooperation: Advice to Programme Operators and strategic assessments to the Donors and FMO	Amount	214,286	214,286	0
						Number of CA	4	4	0
						Number of SNEs	1	1	0
2 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building									
2	Signed 15/11/2021	294.028	2021-2024	Greek Ombudsman	Project Level Cooperation: Providing assistance to the Greek Ombudsman on fundamental rights	Amount	94,088.96	14,701.40	0
						Number of CA	0	0	0
						Number of SNEs	0	0	0
3 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve responses to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims									
3	Q1 2022	800,000	29 months	Romanian Prosecutor’s office	Project Level Cooperation: Ensuring an effective and accessible criminal justice system for victims of crime with a specific focus on victims of	Amount	239,000	374,000	187,000



					hate crime and child victims				
						Number of TA/CA	0	0	0
						Number of SNEs	0	0	0
4 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Supporting National Human Rights Institutions in monitoring fundamental rights and the fundamental rights aspects of the rule of law for PL, SK, HR, SI, BG, CY, LA									
4	30/06/2022	€469,654.48	Until end of February 2024	FMO	NG/EEA Grants Reg. Project "Supporting NHRIs in 7 MSs: PL, SK, SI, HR,BG,CY, LA."	Amount	187,861.79	0	0
						Number of CA	0	0	0
						Number of SNEs	0	0	0
<b>Total Service-level agreement</b>						Amount	735,156.75	602,987	187,000
						Number of CA	4	4	0
						Number of SNEs	1	1	0

# ANNEX XIII: Risks Year 2024

In compliance with the Internal Control Standards the Agency has performed an annual risk analysis exercise.

Taking into account the existing processes the Agency has assessed its potential risks on the basis of their likelihood of occurrence and potential impact. This assessment has been presented in a risk register where the following information has been identified:

- risk
- type
- possible consequence
- likelihood of occurrence on a five level scale is assessed as very low (1), low (2) medium (3) or high (4) very high (5)
- potential impact (objectives, financial, reputation) on a five level scale limited (1), moderate (2), significant (3) or severe (4), critical (5) Following the analysis of existing controls and in the cases where the residual risk still needs to be reduced, specific actions have been identified.

## Risk typology

The risk types for each process are classified in the following groups

E	External
I1	Internal/Planning, processes, systems
I2	Internal/People, organisation
I3	Internal/Legality, regularity
I4	Internal/Communication information

Risk details		Assessment of the risks			Management of the risks					
Risk Type	Description of the risks	Potential impact								
		Possible consequences	Likelihood of occurrence	Objectives	Financial	Reputation	Residual risk L*I		Action owner	Action
E	Unpredictable increase of the costs due to global external factors like geopolitical crisis and uncontrolled increase of the inflation rates.	The current increasing trend of inflation may determine a high impact on the planned energy costs for running of the building, In addition major surveys employing significant financial resources may see an uncontrolled increase of the prices. Insufficient financial resources may hinder or limit the achievement of objectives for key operational projects.	High 4	Significant 3	Significant 3	Significant 3	High 12		ALL	Maintain high vigilance on the current trends and elaborate mitigating measures for re-prioritisation of financial resources.
E	IT / Cybersecurity	Cybersecurity risks are increasing due to the cyber landscape threats. In addition The Agency has the legal obligation to implement the Regulation on measures for a high common level of cybersecurity at the Union's institutions, bodies and agencies	High 4	Significant 3	Significant 3		Significant 3	High 12		Continue cooperation with CERT-EU and following its recommendations. -Undertake cybersecurity vulnerability assessments when possible. -Raising staff awareness through frequent communication and information session.

# ANNEX XIV: Strategy for cooperation with third countries and international organisations

FRA's cooperation and engagement with international organisations (IGOs) is based on specific provisions in Council Regulation no 168/20078 (Founding Regulation) and is consistent with the list of actions established by the Common Roadmap on EU Agencies<sup>9</sup>. FRA's engagement with international organisations serves to:

ensure complementarity and synergy with international organisations active in the field of human rights (in accordance with Article 5 of the Founding Regulation);

- develop cooperation and coordinate activities to that effect;
- share expertise and knowledge within the international human rights system; and
- contribute to the overall effort of EU institutions and bodies to achieve greater coherence between external and internal fundamental / human rights policies.

As required by the Founding Regulation, FRA collaborates systematically with the:

- Council of Europe (CoE);
- United Nations (UN), especially the Human Rights Office (OHCHR);
- Organization for Security and Co-operation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR).

In addition, the Agency engages with other international or regional organisations and entities active in the area of FRA's competence, such as the EEA and Norway Grants Financial Mechanism Office, the World Bank, the Organisation for Economic Co-operation and Development (OECD), the International Organisation for Migration (IOM), etc.

External engagements with third countries are limited, with the Agency primarily responding to requests, which are triggered by and consulted with the European External Action Service (EEAS) or the European Commission. FRA's international activities are closely coordinated with the European Commission and EEAS in line with an existing working arrangement, to ensure coordination and coherence with the EU's overall external policy priorities.

## Cooperation with the Council of Europe

The cooperation between the Agency and the Council of Europe has evolved over the years, based on the European Community's and Council of Europe's agreement on cooperation between the two entities.<sup>10</sup> The continued aim remains to improve coordination of activities and synergies between FRA and the various elements of the Council of Europe: the Secretariat, the Parliamentary Assembly, the European Court of Human Rights, the Commissioner for Human Rights, the European Committee of Social Rights (ECSR), the European Commission against Racism and Intolerance (ECRI) and other bodies and monitoring mechanisms.

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<sup>8</sup> FRA's Founding Regulation stipulates in Article 5 (2) (c) that "in pursuing its activities, the Agency shall, in order to achieve complementarity and guarantee the best possible use of resources, take account, where appropriate, of information collected and of activities undertaken, in particular by the Council of Europe (...), the Organisation for Security and Cooperation in Europe (OSCE), the United Nations and other international organisations. A particularly close cooperation is foreseen with the Council of Europe (see Article 9). Moreover, Article 8 (2) (b) states that "to help carry out its tasks, the Agency shall cooperate with the Organisation for Security and Cooperation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR), the United Nations and other international organisations".

<sup>9</sup> List of Actions established by the Common Roadmap on EU Agencies, point 44: Ensure the relations with stakeholders (e.g. the United Nations and other international organisations, sister agencies in third countries and Member States' agencies) are coherent with their mandate, the institutional division of tasks in international relations, EU policies and priorities, and Commission's actions.

<sup>10</sup> Agreement between the European Community and the Council of Europe on cooperation between the European Union Agency for Fundamental Rights and the Council of Europe (hereafter the EU-CoE Agreement), OJ L 186, 15.7.2008, p. 7.

In 2022–2024, the established institutional cooperation will continue through the following main strands:

- participation of the CoE appointed independent member in the Management and Executive Boards of the FRA;
- representatives of the CoE Secretariat participating as observers in FRA Management Board meetings;
- annual exchanges of views between the Committee of Ministers' Rapporteur Group on External Relations (GR-EXT), the independent person appointed by the CoE, and FRA Director;
- consultations between FRA and the CoE during the preparation of the FRA Programming documents, the annual report on FRA-CoE cooperation, and the annual Fundamental Rights Report;
- CoE participation in FRA project advisory boards such as on EFRIS or the Fundamental Rights Forum;
- an annual visit by the FRA Director to the CoE, including meetings with the Secretary-General, the Commissioner for Human Rights, presentations to the Committee of Ministers and to the Steering Committee for Human Rights (CDDH);
- biennial FRA-CoE senior management team meetings,
- use of relevant FRA country data for CoE monitoring bodies' periodical country reports and visits; and
- CoE's Conference of INGOs participation in the FRA's Fundamental Rights Platform.

FRA will continue its cooperation with the CoE and the European Court of Human Rights in the production of handbooks on European law. The handbooks deal with key topics such as data protection; asylum, borders and immigration; non-discrimination; rights of the child; and access to justice. In 2022, the updated Handbook on the Rights of the Child will be launched, and the Handbook on European Law relating to Cybercrime and Fundamental Rights will be finalised. FRA, the CoE and the ECtHR will also look into producing new language versions of existing handbooks. These handbooks are in high demand among legal professionals and have often filled an important gap in the provision of training materials in the official languages of EU Member States.

FRA closely cooperates with the CoE in developing the European Union Fundamental Rights Information System (EFRIS). This online tool provides accessibility and visibility to EU Member States' human rights obligations under international human rights law and to the assessments by the various monitoring mechanisms of the Council of Europe and the United Nations. It provides access to such human rights data, allowing among other things for country-focused searches, through a single access point.

In the period 2022–2024, thematic cooperation between FRA and CoE will continue across many areas. These include, but also go beyond: combating racism, xenophobia and other forms of intolerance; equality and non-discrimination; asylum and migration; information society, data protection, artificial intelligence; social rights; the rights of the child; Roma and travellers; rights of LGBTI persons; national human rights institutions (NHRIs); civic space; human rights at the local level; the HELP Programme; sustainable development goals (SDGs); and communicating human rights.

### **Cooperation with the United Nations**

FRA will continue the close working engagement with the United Nations Office of the High Commissioner for Human Rights (OHCHR) and other UN relevant bodies, funds, specialised agencies and also with other organisations within the UN system on an ad-hoc basis. In the period 2022-2024, the on-going institutional cooperation will develop through: a) a bi-annual FRA-OHCHR management team dialogue; b) an annual meeting between the FRA Director and the High Commissioner for Human Rights; c) an annual FRA-UNODC management team meeting; d) ad-hoc presentations to UN Treaty Bodies; e) submission of relevant country data to support UN Universal Periodic Review, Treaty Monitoring Bodies and Special Procedures; f) participation in annual meetings of Regional Human Rights Mechanisms' focal points for cooperation, as well as workshops on regional arrangements.

FRA will continue the development of the European Union Fundamental Rights Information System (EFRIS) also in cooperation with the UN.

FRA will also continue its cooperation with the UN regarding the Sustainable Development Agenda 2030, including participation in the regional preparatory forum and the High-Level Political Forum on Sustainable Development when relevant.

FRA will continue operational cooperation in different thematic areas, including: contribution and participation in working groups to develop indicators; combating racism, xenophobia and other forms of intolerance; asylum and migration; information society, data protection and artificial intelligence; the rights of the child; rights of LGBTI persons; the protection and promotion of the rights of the Roma population; national human rights institutions (NHRIs) and national human rights action plans; civic space; human rights at the local level; and communicating human rights.

### **Cooperation with OSCE-ODIHR**

FRA cooperates with the OSCE mainly in its 'human dimension' activities as they relate to FRA's thematic areas of work. FRA will continue its cooperation with ODIHR, with the OSCE Secretariat (in particular the office of the Senior Adviser on Gender Issues and of the Special Representative and Coordinator for Combating Trafficking in Human Beings); the OSCE High Commissioner on National Minorities and the Representative on Freedom of the Media. FRA will contribute to the work of the OSCE Chairmanships and their thematic Personal Representatives, as relevant, and participate in Human Dimension Committee as well Human Dimension Implementation meetings and seminars.

FRA will also continue its operational, country level cooperation with ODIHR and with the OSCE field operations, including activities in EU Member States and States having an observer status at FRA. This will be done in relation to specific thematic areas of mutual concern, such as: hate crime recording and reporting; support for the activities of national human rights institutions; protection and promotion of the rights of Roma and Sinti; protection of the civic space and human rights defenders; and communicating human rights.

### **Engagement with third countries**

The Agency's geographical coverage is the EU and countries with observer status in the Agency's work (currently North Macedonia, Serbia, and Albania). In the period 2022–2024, other Western Balkan countries may gain observer status in the Agency. This would allow for a more comprehensive inclusion of the Western Balkan region in FRA projects and data collection. This in turn may allow FRA to better respond to the interconnectedness of fundamental issues within the region and in relation to EU Member States.

Besides its engagement with third countries holding observer status with FRA, the Agency engages with third countries at the request of the European Commission and the European External Action Service, with the main aim to share knowledge and expertise. When the Agency shares its findings, expertise and methodologies with countries or regions outside the Agency's geographical scope, priority is given to multilateral fora where the Agency can simultaneously inform a larger number of non-EU countries about its work. Examples include: Human Rights Dialogues, the annual EEAS NGO Forum on human rights, country delegations visiting FRA, and participation in the Inter-agency (JHA) task force on the Western Balkans, or the EU-Israel Dialogue where FRA regularly shares its data on antisemitism.

### **Cooperation with EEA and Norway Grants**

The Agency will continue to cooperate with the EEA and Norway Grants as a strategic partner on fundamental rights issues. The cooperation aims to support the design and implementation of EEA and Norway Grants funded programmes and projects in selected EU Member States. It also aims to raise awareness on fundamental rights, combating social exclusion and discrimination, and supporting related civil society initiatives.

Together with the CoE and OECD, the Agency is one of three International Partner Organisations (IPOs) that cooperate with the EEA and Norway Grants at strategic level.

FRA cooperates with the Grants in three different ways:

As an IPO, the Agency advises on and participates in two of the Grants' programmes, namely in Czechia on 'Human Rights, Roma Inclusion and Domestic and Gender-based Violence' and in Greece on 'Roma inclusion and empowerment'.

As an international project partner, it provides advice within specific projects, including in Bulgaria, Czechia, Greece, and as of 2022 possibly in Romania.

Strategic communication and cooperation on EU fundamental rights related events, such as joint conferences with the EU Council Presidency, when held by one of the Grants' beneficiary states. The Grants are also a strategic partner of the Agency's Fundamental Rights Forum, supporting the participation of civil society and through the participation in the Forum's advisory board. Finally, FRA and the Grants are achieving synergies by joining forces on communication initiatives, such as on initiatives to communicate the importance of civil society work for human rights.

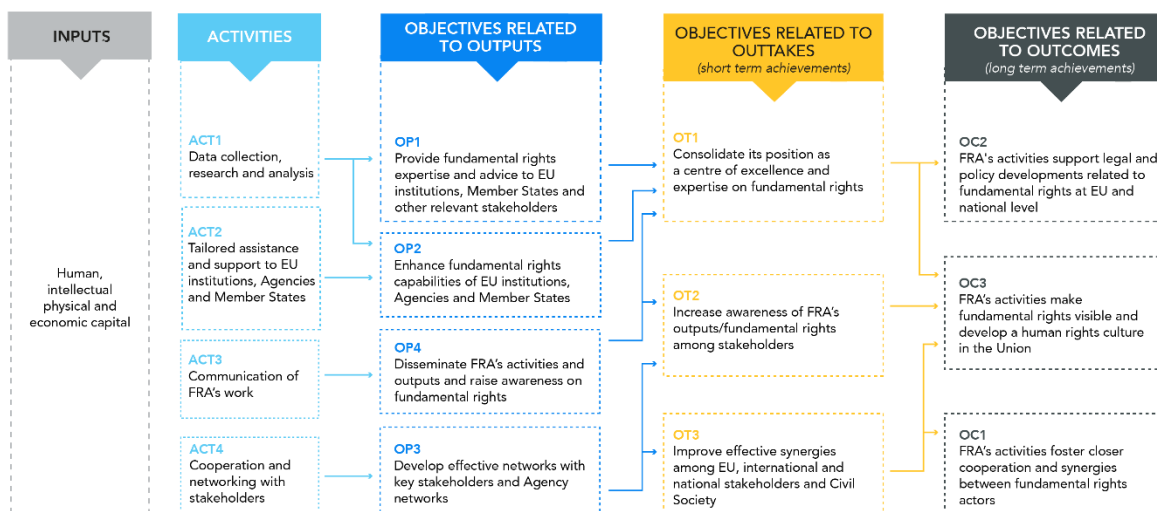
# ANNEX XV: Performance Measurement Framework

**FRA's Performance Framework serves** as a comprehensive system for planning, monitoring, and evaluating the Agency's performance and includes a variety of indicators that can be used to assess the results and achievements of the Agency's multi-annual and annual programming. Therefore, this tool communicates FRA's overarching framework for collecting and tracking performance information against its intended results.

As illustrated in the **intervention logic**, there is a logical relationship between the inputs (that is, the human and financial resources committed by the FRA), the activities, the outputs, the outtakes, and the outcomes of the Agency.

A **performance indicator** is a quantifiable measure used to evaluate FRA's success in meeting objectives for performance. They are mainly linked to:

- **Outputs** – the outputs and services that FRA provides to its target groups, through the implementation of its projects and activities
- **Outtakes** – what beneficiaries do with FRA outputs, whether they find them helpful/relevant/timely
- **Outcomes** – long-term results in terms of the contribution of FRA's work to policy development and implementation, raising awareness of fundamental rights, building a human rights culture etc.



As part of the performance measurement process, targets are set for each indicator included in the PMF in relation to both annual activities and multi-annual objectives. In order to assess whether targets have been achieved, various methods are used (FRA's internal project management tool, a user satisfaction survey, interviews, focus groups, an external evaluation of projects, mid-term reviews of multi-annual strategies, etc.). The Consolidated Annual Activity Report provides a comprehensive description of the results achieved every year in accordance with the reporting requirements of the European Commission.

The following pages provide a detailed description of the objectives, indicators, and targets.

**Output indicators** measure FRA's effectiveness in producing and delivering FRA products and services to key stakeholders. All output indicators shall be measured through a numerical value and represent the core performance of the Agency on a yearly basis. The performance measurement process for output indicators in 2023 is the following:

OUTPUTS OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2024	
Provide fundamental rights expertise and advice to EU institutions, Member States and other relevant stakeholders	Extent to which FRA has delivered fundamental rights expertise and advice	<b>I1</b> Number of publications produced	<ul style="list-style-type: none"> <li>Fundamental Rights Report</li> <li>Report</li> <li>Paper</li> <li>Summary</li> <li>Legal opinion</li> <li>"In brief/Factsheet"</li> <li>Leaflet</li> </ul>	<ul style="list-style-type: none"> <li>Flyer</li> <li>Handbook</li> <li>Guide/Manual</li> <li>Easy-to-read report</li> <li>Periodic update/Series</li> <li>Country sheet/fiche</li> <li>Case study</li> </ul>	50 main publications  200 other publications produced	
		<b>I2</b> Number of research outputs produced	<ul style="list-style-type: none"> <li>Research Methodology</li> <li>Research Guideline</li> <li>Standard</li> <li>Survey/Questionnaire</li> <li>Set of Indicators</li> </ul>	<ul style="list-style-type: none"> <li>Fieldwork research/mapping</li> <li>FRANET report</li> <li>Dataset</li> <li>Data analysis</li> </ul>	250	
		<b>I3</b> Number of written/oral input delivered	<ul style="list-style-type: none"> <li>Letter</li> <li>Thematic analysis</li> <li>Review of reporting tools</li> <li>Review of strategies/resolutions/ other documents</li> </ul>	<ul style="list-style-type: none"> <li>Review of research tools/methods</li> <li>Review of training materials etc.</li> <li>Articles</li> <li>Other inputs given in the context of bilateral meetings</li> </ul>	150	
	Extent to which FRA's stakeholders have requested the Agency's expertise and advice on fundamental rights	<b>I4</b> Number of formal requests for opinions on legislative proposals	<ul style="list-style-type: none"> <li>From the European Parliament</li> <li>From the European Commission</li> <li>From the Council</li> </ul>			1
		<b>I5</b> Number of requests for data and evidence	<ul style="list-style-type: none"> <li>From EU Institutions</li> <li>From Member States</li> <li>From EU Agencies</li> </ul>	<ul style="list-style-type: none"> <li>From International Organisations</li> <li>From other stakeholders</li> </ul>	10	
Enhance fundamental rights capabilities of EU institutions, Agencies and Member States	Extent to which FRA has delivered technical assistance and capacity building activities	<b>I6</b> Number of technical assistance/ capacity building activities organised/ co-organised by FRA	<ul style="list-style-type: none"> <li>Training</li> <li>Capacity building event (e.g. workshop, seminar, other)</li> <li>Training and capacity building events participating only as an external expert</li> </ul>		50	
	Extent to which FRA's stakeholders have requested the Agency's technical assistance on fundamental rights	<b>I7</b> Number of requests for: <input type="checkbox"/> Technical assistance <input type="checkbox"/> Capacity building	<ul style="list-style-type: none"> <li>From EU Institutions</li> <li>From Member States</li> <li>From EU Agencies</li> </ul>	<ul style="list-style-type: none"> <li>From International Organisations</li> <li>From other stakeholders</li> </ul>	15	
	Extent to which FRA is present on the ground	<b>I8</b> Number of country visits to Member States	<ul style="list-style-type: none"> <li></li> </ul>		2	
Develop effective networks with key	Extent to which FRA organises relevant meetings and events	<b>I9</b> Number of meetings and events ( <i>, in-person vs. virtual/hybrid events</i> )	<ul style="list-style-type: none"> <li>Expert meeting</li> <li>Stakeholder meeting</li> </ul>	<ul style="list-style-type: none"> <li>Forum</li> <li>Workshop</li> <li>Roundtable</li> <li>Launch event</li> </ul>	250	



OUTPUTS OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2024
stakeholders and Agency networks	with its key stakeholders	organised/ co-organised by the FRA	<ul style="list-style-type: none"> <li>• Consultation meeting</li> <li>• Study visit</li> <li>• Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Networking event</li> <li>• Awareness raising event</li> </ul>	
	Extent to which FRA participates in external meetings and events organised by its key stakeholders	<b>I10</b> Number of external meetings and events where FRA presented/ spoke/ formally intervened	<ul style="list-style-type: none"> <li>• Formal presentation to EU institutions</li> <li>• Group meeting with EU institutions and Member states</li> <li>• Conference/Forum</li> <li>• Launch event</li> </ul>	<ul style="list-style-type: none"> <li>• Country mission</li> <li>• Workshop</li> <li>• Seminar</li> <li>• Networking event</li> </ul>	200
Disseminate FRA’s activities and outputs and raise awareness on fundamental rights	Extent to which FRA produces communication material to maximise FRA outputs and awareness raising	<b>I11</b> Number of communication material produced	<ul style="list-style-type: none"> <li>• Video</li> <li>• Infographic</li> <li>• Q&amp;A</li> <li>• Dataset</li> <li>• Tools</li> <li>• Database</li> <li>• News/Press release</li> <li>• Public Event</li> <li>• Flagship meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Social media post</li> <li>• Live stream</li> <li>• Video message for conferences</li> <li>• Interview</li> <li>• Podcast</li> <li>• Promotional materials</li> <li>• FRA website</li> <li>• Campaigns/website campaign</li> <li>• FRA newsletter</li> </ul>	250
	Degree to which FRA's outputs effectively reach its stakeholders	<b>I12</b> Number of FRA’s outputs accessed/downloaded online <sup>11</sup>	<ul style="list-style-type: none"> <li>• Number of downloads</li> <li>• Number of unique visitors to FRA website</li> <li>• Number of unique visitors to FRA’s event websites</li> </ul>	<ul style="list-style-type: none"> <li>• Number of accesses to FRA databases/online tools</li> </ul>	2,500,000
		<b>I13</b> Number of printed publication copies disseminated	<ul style="list-style-type: none"> <li>• Publications Office of the EU</li> <li>• Print disseminations through other channels</li> </ul>		15,000
	Extent to which FRA publications have been translated into other EU languages	<b>I14</b> Number of translations of FRA’s publications into other EU languages	<ul style="list-style-type: none"> <li>• Into all official languages of the EU (24)</li> <li>• Into at least one other language</li> </ul>		100

**Outtake indicators** measure the satisfaction of FRA customers with the work of the Agency (e.g. how stakeholders use FRA’s outputs, whether they found them useful/relevant/timely, etc.) as well as the opinion of stakeholders on the Agency and its outreach activities (e.g. events, social media, etc.). Outtake indicators can be of a quantitative or qualitative nature (i.e. measured through numerical values and/or opinions).

OUTTAKES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2023
Improve effective synergies among EU, international and national stakeholders and Civil Society	Extent to which FRA events are attractive to relevant stakeholders	<b>I15</b> Number of participants in FRA’s events	<ul style="list-style-type: none"> <li>• Number of participants in FRA’s in-person events</li> <li>• Number of participants in FRA’s virtual events (unique viewers) through all channels (e.g., event website, YouTube, Facebook)</li> <li>• Number of unique viewers of event recordings through all channels (e.g., event website, YouTube, Facebook)</li> </ul>		10% increase
		<b>I16</b> Proportion of stakeholders attending FRA events who would attend similar FRA events in the future	<ul style="list-style-type: none"> <li>• EU stakeholders</li> <li>• National authorities</li> <li>• Local stakeholders</li> <li>• National Human Rights Institutions</li> <li>• Equality Bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Ombudspersons</li> <li>• Civil Society Organisations</li> <li>• International Organisations</li> <li>• Non-human rights actors</li> </ul>	80%
	Extent to which FRA engagement and exchange effort contributes to stakeholders’ work	<b>I17</b> Proportion of participants registered in the Fundamental Rights Platform who consider cooperation through the Platform to be useful for their work	<ul style="list-style-type: none"> <li>•</li> </ul>		80%
Consolidate its position as a centre of excellence and expertise on fundamental rights	Extent to which FRA stakeholders have used/benefited from FRA’s expertise on fundamental rights	<b>I18</b> Number of references to FRA’s work	<ul style="list-style-type: none"> <li>• In policy documents</li> <li>• Legislation</li> <li>• Case law</li> <li>• Infringement procedures</li> <li>• Impact assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Feasibility studies</li> <li>• Strategies</li> <li>• Speeches</li> <li>• Reports</li> <li>• Other types of documents</li> </ul>	200
		<b>I19</b> Number of participants in FRA’s technical assistance/ capacity building activities	<ul style="list-style-type: none"> <li>• Number of people who took part in in-person FRA’s technical assistance/capacity building activities</li> <li>• Number of people who attended FRA’s virtual capacity building/technical assistance activities (unique viewers) through all channels</li> <li>• Number of unique viewers of recordings of capacity building/technical assistance activities through all channels</li> </ul>		10% increase
		<b>I20</b> Proportion of stakeholders who have used FRA outputs	<ul style="list-style-type: none"> <li>• Per type of use:</li> <li>• Policy making (at EU / national level)</li> <li>• Implementation of legislation and policies (at EU / national level)</li> <li>• Research purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising purposes</li> <li>• Advocacy purposes</li> <li>• Measuring the impact of a given intervention on fundamental rights</li> <li>• Other purposes</li> </ul>	60%
	Extent to which FRA stakeholders are	<b>I21</b> Extent to which FRA’s	<ul style="list-style-type: none"> <li>• By type of output</li> <li>• Survey data</li> </ul>	<ul style="list-style-type: none"> <li>• Handbooks</li> <li>• Periodic update/series</li> </ul>	Useful: 80 % Relevant: 90 % Timely: 70 %

OUTTAKES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2023
	satisfied with FRA activities and outputs	outputs are considered by stakeholders to be: <ul style="list-style-type: none"> <li>Useful</li> <li>Relevant</li> <li>Timely</li> <li>Reliable</li> </ul>	<ul style="list-style-type: none"> <li>Capacity building activities</li> <li>Reports</li> <li>Papers</li> <li>Summaries</li> <li>Legal opinions</li> </ul>	<ul style="list-style-type: none"> <li>Country sheet/fiche</li> <li>Online tools</li> <li>Expert advice/input</li> <li>Set of indicators</li> </ul>	Reliable: 90 %
	Extent to which FRA is able to provide real-time expertise and advice in response to emergencies with an impact on fundamental rights	<b>I22</b> Proportion of stakeholders who believe that FRA has provided relevant and reliable real-time expertise in response to an emergency	•		70%
	Extent to which FRA’s work has been discussed in the media	<b>I23</b> Number of mentions to FRA in the media	<ul style="list-style-type: none"> <li>Number of mentions in print media (e.g., newspapers, magazines, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Number of mentions in internet media (e.g., social networks, websites, blogs, etc.)</li> </ul>	5000
		<b>I24</b> Tone of FRA’s coverage (positive, neutral and negative) in social media	•		70% positive
Increase awareness of FRA’s outputs/fundamental rights among stakeholders	Extent to which FRA’s awareness raising and communication activities have resulted in more people engaging with FRA’s work	<b>I25</b> FRA’s presence in social media <sup>12</sup>	<ul style="list-style-type: none"> <li>Number of FRA followers</li> <li>Number of impressions</li> <li>Number of likes</li> <li>Number of retweets/ re-shares</li> <li>Average number of comments per post</li> <li>Engagement rate</li> </ul>		10% increase
		<b>I26</b> Number of media enquiries (through FRA contact form)			10% increase
		<b>I27</b> Rate of increase/decrease in the number of FRA’s newsletter recipients	<input type="checkbox"/> Monthly subscription <input type="checkbox"/> Weekly subscription		10% increase

**Outcome indicators** measure longer term changes in attitudes and behaviours directly attributable to FRA’s work (e.g. contribution to policy development and implementation, visibility of fundamental rights, building a human rights culture, etc.). Outcome indicators can be of a quantitative or qualitative nature

OUTCOMES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES	TARGET 2024-2026
FRA’s activities foster closer cooperation and synergies between fundamental rights actors	Extent to which FRA activities are effective in connecting relevant stakeholders / practitioners concerning fundamental rights	<b>I28</b> Proportion of stakeholders who think that FRA is successful in promoting dialogue with key and new fundamental rights actors to respond to pressing human rights issues	<ul style="list-style-type: none"> <li>At EU level</li> <li>At national level</li> </ul>	80% 50%

FRA's activities support legal and policy developments related to fundamental rights at EU and national level	Extent to which FRA activities contribute to the development and implementation of EU and national legislation and policies in a manner which reflects the desired impacts of the Agency	<b>I29</b> Proportion of stakeholders who consider that FRA's activities contribute to the <u>development</u> of fundamental rights legislation and policies	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	60% 50%
		<b>I30</b> Proportion of stakeholders who consider that FRA's activities contribute to the <u>implementation of</u> fundamental rights legislation and policies	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	60%
		<b>I31</b> Proportion of stakeholders who believe that FRA's activities have positively contributed to EU priorities and policy agenda	■	80%
FRA's activities make fundamental rights visible and develop a human rights culture in the Union	Extent to which FRA activities contribute to raising awareness of fundamental rights in the EU	<b>I32</b> Proportion of stakeholders who consider that FRA's activities contributed to making fundamental rights more visible	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	80% 50%
		<b>I33</b> Proportion of stakeholders who believe that the FRA has contributed to developing a human rights culture	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	80% 50%
	Extent to which FRA's presence on the ground is timely and contributes to national up-to-date expertise	<b>I34</b> Proportion of stakeholders who believe that FRA's presence on the ground positively impacts the provision of up-to-date expertise on fundamental rights	■	60%
		<b>I35</b> Proportion of stakeholders who believe that the FRA has contributed to developing a fundamental rights infrastructure	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	80% 50%

■ KEY PERFORMANCE INDICATORS FOR THE DIRECTOR

In line with the Commission Guidelines on key performance indicators (KPI) for directors of EU decentralised agency, the following objectives, indicators and targets for the FRA's Director are identified:

OBJECTIVE	KPI	TARGET
Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year	Timely submission of the draft Programming document to the Management Board and to the European Commission	December N-2 January N-1 December N-1
	Percentage of completion of the activities of the AWP/Programming document	90%
	Timely achievement of objectives of the Programming document	90%
	Timely submission of documents foreseen for publication in the AWP/Programming document/Annual activity report and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee	90%
Swift, timely and full use of the financial and human resources allocated by the budgetary authorities	Rate (%) of implementation of Commitment Appropriations	> 95%
	Rate (%) of cancellation of Payment Appropriations	< 5%
	Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N)	> 95%
	Rate (%) of payments executed within the legal/contractual deadlines	> 80%
Timely implementation in the adequacy and effectiveness of internal control systems	Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	90%
	Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December)	< 5% of total posts
	Positive review of agency publications containing Opinions through the FRA Opinions Committee	100%
	Delivery of positive opinions by the Scientific Committee on agency publications	100%
	Ex-ante and ex-post evaluations of projects are implemented based on the Annual Evaluation plan	80%
Evidence of the level of staff wellbeing	Organisation of satisfaction surveys / engagement surveys within the Agency	1 every two years
	Annual average days of short-term sick leave per staff member	< 8
	Member of staff complaining under Article 90 (2) SR per 100 staff members	< 5

External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders	Formal presentations to the European Parliament and Council (incl. its preparatory bodies)	> 4
	Country visits to present the Agency's work	4
	Number of interviews or mentions of FRA Director in different media outlets	12 in a year
	Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform)	<ul style="list-style-type: none"> <li>&gt; 200 bilateral meetings</li> <li>&gt; 15 stakeholder meetings at FRA</li> <li>1 NLO meeting</li> <li>1 major event (Fundamental Rights Forum)</li> <li>&gt; 6 visits to EU institutions, bodies and agencies</li> </ul>

# ANNEX XVI: Procurement plan Year 2024

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.1 Anti-racism and non-discrimination

#### A.1.1 EU Survey on immigrants and descendants of immigrants

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 2,000,000 (1st priority) and EUR 200,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### A.1.2 – EU LGBTI Survey III

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 100,000 (1st priority)

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### A.1.3 Fundamental rights protection of persons with disabilities living in institutions

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 350,000 (3<sup>rd</sup> priority)

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### A.1.4 Additional activities in the area of 'Anti-racism and non-discrimination'

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 30,000 (1st priority) and EUR 20,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### A.2 Social Rights

#### A.2.1 Ensuring the right to environmental protection

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (3<sup>rd</sup> priority)

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **A.2.2 – Towards integrated child protections systems**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (3<sup>rd</sup> priority)

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **A.2.3 Additional activities under the sector ‘Social rights’**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 35,000 (1<sup>st</sup> priority) and EUR 150,000 (3<sup>rd</sup> priority)

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **A.3 Roma inclusion**

### **A.3.1 Roma Survey**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 1,500,000 (1<sup>st</sup> priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **A.3.2 Additional activities under the sector ‘Roma inclusion’**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 20,000 (1<sup>st</sup> priority) and EUR 20,000 (3<sup>rd</sup> priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **B. JUSTICE, DIGITAL AND MIGRATION**



## **B.1 Justice and Security**

### **B.1.1 Third FRA survey on discrimination and hate crime against Jews**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 10,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.2 Antisemitism: Annual update of data collection and technical assistance**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 4,000 (1<sup>st</sup> priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.3 Capacity building and technical assistance in the area of hate crime**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 15,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.4 Procedural safeguards in European Arrest Warrant Proceedings**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to 0

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.5 Violence against women II: filling the data gap**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 78,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.6 The impact of addressing terrorist content online on fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 8,000 (1st priority) and EUR 20,000 (3rd priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.7 Digitalisation of justice: fundamental rights guidance**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 300,000 (1st priority) and EUR 15,000 (3rd priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.1.8 Additional activities under the sector 'Justice and Security'**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 54,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **B.2 Data and Digital**

### **B.2.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 0 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.2.2 GDPR – The Experience of Data Protection Authorities**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 10,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.2.3 Remote Biometric Identification for law enforcement purposes**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 15,000 (1st priority) and EUR 100,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.2.4 Handbook on European law relating to cybercrime and fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 0 (1st priority) and EUR 120,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.2.5 Assessing high-risk artificial intelligence (AI)**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 15,000 (1st priority) and EUR 200,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.2.6 Monitoring hate online – reporting trends**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 30,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.2.7 Additional activities under the 'Data and Digital Sector'**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 35,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3 Migration and Asylum**

#### **B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 100,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.2 Collecting data for EU preparedness and crisis management**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (1st priority) and EUR 100,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.3 Upholding fundamental rights at borders**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (1st priority) and EUR 100,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 50,000 (1st priority) and EUR 150,000 (3<sup>rd</sup> priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 20,000 (1st priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.7 Additional activities under the sector 'Migration and Asylum'**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 35,000 (1st priority) and EUR 120,000 (3<sup>rd</sup> priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **C. INSTITUTIONAL COOPERATION and NETWORKS**

## **C.1 Human Rights Structures and Mechanisms**

### **C.1.1 EU Fundamental Rights Information System – EFRIS**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 30,000 (1st priority) and EUR 20,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.2 Supporting national human rights structures**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 100,000 (1st priority) and EUR 40,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 190,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.4 Participating to the EU Framework to promote, protect and monitor the CRPD**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 5,000 (1st priority) and EUR 20,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.5 Providing technical assistance to national bodies involved in assessing fundamental rights compliance of EU funds**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 55,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.6 Civic space and national rule of law dialogues**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 150,000 (1st priority) and EUR 45,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.1.7 Mapping and tracking developments regarding the fundamental rights structure in Member States**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 150,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **C.2 Policy Analysis and Stakeholder Cooperation**

### **C.2.1 Fundamental Rights Platform and cooperation with civil society**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 50,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 175,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **C.2.3 Bodies of the Agency**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 150,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **D. COMMUNICATION and EVENTS**

## **D.1 Communicating Rights, Media and Events**

### **D.1.1 Raising awareness and effectively promoting rights**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 200,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **D.1.2 Fundamental Rights Forum**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 340,000 (1st priority) and EUR 410,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **D.2 Web, Publishing and Promotion**

### **D.2.1 Annual Reports**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 500,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B03510 Web, Publishing & Promotions

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **D.2.2 Production and dissemination of FRA outputs**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 450,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B03510 Web, Publishing & Promotions

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **E. Other activities under title III**

### **E.1.1 Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 100,000 (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:



Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR \_\_\_\_\_ (1st priority) and EUR \_\_\_\_\_ (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **O. Other activities under title IV**

##### **O.1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021**

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 214,284 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

##### **O.1.2 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 108,970 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

##### **O.1.3 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve responses to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 374,000 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

##### **O.1.4 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 - Supporting National Human Rights Institutions in monitoring fundamental rights and fundamental rights aspects of the rule of law**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 234.827 (3rd priority)



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Budget line: B04000 Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.